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#### **Contract Database Metadata Elements**

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Union: **Rockville Centre Teachers Association**

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TA 16054

**AGREEMENT**  
**BETWEEN**  
**THE BOARD OF EDUCATION**  
**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**TOWN OF HEMPSTEAD, NASSAU COUNTY, NEW YORK**  
**AND**  
**ROCKVILLE CENTRE TEACHERS' ASSOCIATION**  
**JULY 1, 1998 -- JUNE 30, 2006**



**RECEIVED**

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**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

354

MEMORANDUM OF AGREEMENT, dated this 14th day of June 2005, by and between the representatives of the ROCKVILLE CENTRE TEACHERS ASSOCIATION (hereinafter referred to as the ASSOCIATION) and the negotiating representatives of the ROCKVILLE CENTRE SCHOOL DISTRICT (hereinafter referred to as the DISTRICT).

1. General:

The labor agreement between the parties for the period of July 1, 1998 - June 30, 2006, will expire on June 30, 2006. The parties herewith agree that said agreement shall be extended effective as of July 1, 2006 for four (4) years providing for a new termination date of June 30, 2010; modifications to the existing agreement shall be to the extent set forth herein. Except for changes in language to said agreement made necessary by provisions of the following agreement, the provisions of said contract shall remain unchanged.

2. Contingencies:

- A. This agreement is subject to formal ratification by the Board of Education of the DISTRICT and the membership of the ASSOCIATION. Such ratification shall occur by June 30, 2005. If either party fails to ratify or fails to act by June 30, 2005, this memorandum of agreement shall be of no further force and effect and shall be a nullity. Notwithstanding the foregoing, the team of negotiating representatives for each party will urge their respective principals to ratify this memorandum of agreement.
- B. The parties agree to incorporate this memorandum of agreement into a more formal written agreement. The parties acknowledge that the language contained in this memorandum is not in final contract form. It is understood that the provisions of this agreement will be recast by the parties in final contract language following ratification of this memorandum.

3. Terms:

- 1. Salaries and other areas of compensation that were increased as a result of the memorandum of agreement of March 31, 2003 will increase (with the exception of Article XXII C. Benefit Trust

the anniversary date is during the school year, the award will be prorated for that year at 10% for that month and each month thereafter to the end of that school year. This award will be made in a lump sum at the end of the school year or prorated at 10% for each month worked should the teacher resign during the school year. Payment will be made to all eligible members in a separate check the last day of the school calendar. (Add Article XXIII - Section M by the insertion of appropriate contract language).

8. Up to 5 personal/business days may be taken each year without providing a reason. Unit members wishing to take a personal/business day will notify the building principal in advance in writing, using Form P (attached). If the personal/business day is an emergency, and the principal cannot be notified in writing in advance, Form P will be submitted upon return. No personal/business days will be approved contiguous to a school holiday or religious holiday except for an emergency. Use of personal/business days as vacation, travel for vacation purposes, or in preparation for a holiday will be impermissible. (Modify Article X, J and B2. Replace J, Paragraph 1, 2. by the insertion of appropriate contract language). (Add New Form P). Effective July 1, 2006.
9. The bereavement provision shall be extended to include domestic partners meeting the criteria established under the New York State Governmental Employees Health Care Program or successor plan. (Modify Article X.F.1 - Add F.1a by the insertion of appropriate contract language). Effective July 1, 2005.
10. Insert appropriate contract language pertaining to Teaching Assistants only under Article XXVIII:
  - a. Individual health insurance with HIP will be provided for employees who have completed 8 years of service as a teaching assistant working at least a 0.4 full-time equivalent position in the Rockville Centre UFSD. Employees will be required to contribute 50% of the cost of the plan premium. Active unit members shall have the option to withdraw from the health insurance program. Active unit members who

to this provision during the life of the contract. (Add Article XII D with the insertion of appropriate contract language). Effective July 1, 2005.

14. Instrumental lesson groups for the Middle School and the High School shall not exceed an average of eight (8) students per teacher in a six (6) day cycle. Chorale lesson groups for the Middle School and the High School shall not exceed an average of twelve (12) students per teacher in a six (6) day cycle. Music teachers will not be excessed due to this provision during the life of the contract. (Modify Section III C8 & D7 by the insertion of appropriate contract language). Effective July 1, 2006.
15. Instrumental lesson groups for the elementary schools shall not exceed an average of eleven (11) students per teacher in a six (6) day cycle. Music teachers will not be excessed due to this provision during the life of the contract. (Add Section III B7 with insertion of appropriate contract language). Effective July 1, 2006.
16. Special Education teachers on the secondary level assigned a resource room in lieu of a duty shall be provided a stipend of \$3,905. Volunteers shall be solicited for this assignment and seniority will be considered in the selection process. (Delete Article III C9 & D8 and replace with this provision). Effective July 1, 2005.
17. Notification of a teacher's intention to return to service from a leave of absence shall be provided to the District by March 1<sup>st</sup> of each year. The District shall notify the teacher of this obligation by February 1<sup>st</sup> of each year. (Modify Article XI, A2 & D7 by the insertion of appropriate contract language). Effective July 1, 2005.
18. All grades 1-5 teachers will have six 35-minute conference and planning periods per six-day cycle once special area teachers have commenced their program in September and providing substitute teachers can be employed when special area teachers are absent. This means a continuation of the practice of permitting classroom teachers to be absent from classrooms when special teachers, i.e.,

Date: 6/14/05

Rosemarie Stein

Rosemarie Stein, President  
Rockville Centre Teachers' Association

Date: 6/14/05

Debra Leopold

Debra Leopold, Representative of the Rockville Centre  
Teachers' Association

Date: June 14/05

Marti Neway

Marti Neway, Representative of the Rockville Centre  
Teachers' Association

Date: 6/14/05

Susan Prevo

Susan Prevo, Representative of the Rockville Centre  
Teachers' Association

Date: 6/14/05

William H Johnson

William H. Johnson, Ed.D.  
Superintendent of Schools  
Representative of the Rockville Centre UFSD

Date: June 14, 2005

Robert A Bartels

Robert A. Bartels, Assistant Superintendent  
Representative of the Rockville Centre UFSD

Date: 6/14/05

Lorraine E. Roth

Lorraine E. Roth, Personnel Assistant  
Representative of the Rockville Centre UFSD

## Rockville Centre Union Free School

### Employee's Personal/Business Notification

Name: \_\_\_\_\_

School: \_\_\_\_\_

Date of Anticipated Absence: \_\_\_\_\_

I certify that this personal/business day is not a vacation, travel for vacation purposes or a day of preparation for a holiday.

Date: \_\_\_\_\_ Signature of Employee: \_\_\_\_\_

Please submit to building Principal.

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## AGREEMENT

This agreement entered into the 31<sup>st</sup> day of March 2003 by and between the Board of Education of Rockville Centre Union Free School District, Town of Hempstead, Nassau County, New York, (hereinafter called the "Board") and Rockville Centre Teachers' Association (hereinafter called the "Association").

## WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing an uninterrupted quality education for the children of the ROCKVILLE CENTRE SCHOOL DISTRICT is their mutual aim and that the character of such education depends predominantly upon the quality and morale of the teaching services; and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards; and

WHEREAS, the Board recognizes and certifies the Association for purposes of collective negotiations pursuant to applicable statutes and all amendments thereof, and has assumed the obligation of negotiating collectively, with the Association as the exclusive representative of its teaching personnel with respect to the determination of and administration of grievances, wages, terms and conditions of employment; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

## ARTICLE I RECOGNITION

The Board hereby recognizes the Association as the exclusive and sole negotiating representative for all certified teachers, day school personnel (full-time, part-time and part-year) who are paid according to the teachers' schedule, including classroom teachers, department chairmen, librarians, psychologists, guidance counselors, social workers, nurse teachers, vocational teachers, personnel assigned to Federal or State Programs, and part and full time teaching assistants, but excluding the Superintendent of Schools, Assistant Superintendents, Principals, Assistant Principals, Assistants to the Principals, Dean of Students, Directors, School Physicians and per diem employees.

The term "teacher" when used hereinafter in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

The recognition herein by the Board of the Association as the sole and exclusive negotiating representative of the bargaining unit shall extend from the date of this Agreement, until the next budget submission date and thereafter for an additional period of 24 months, which period shall commence 120 days prior to such next succeeding budget submission date, but in no event for a period less than the maximum provided by law.

The Board agrees not to negotiate with any teachers' organization or other group seeking to represent the persons covered by this Agreement other than the Association for the duration of this Agreement.

## ARTICLE II NON-PROFESSIONAL DUTIES

### A. Duties

1. a. Senior High School teachers shall not be required to perform lunchroom duty.
- b. The maintenance of order and discipline in elementary and middle school lunchrooms and the safety of children therein shall be the responsibility of the teaching staff, but shall not require the physical presence of teachers therein except that teachers may be required to be "on call," as regularly assigned duties, so as to be readily and quickly capable, in the event of disorder, injury to a pupil or other emergency, - to be physically present in such lunchrooms to restore order and promote the safety of the pupils therein. Non-instructional personnel shall be employed and will be physically present in the lunchrooms.
2. Bus Duty - The Board agrees to continue its present practice.
3. Bicycle Duty - Teachers shall not be required to perform bicycle duty.
4. Parking Lot Duty - Teachers shall not be assigned to supervise the parking lot at the Senior High School.



5.
  - a. Elementary School teachers are relieved from playground duty but they are required to be "on call," as regularly assigned duties, so as to be readily and quickly capable, - in the event of disorder, injury to pupil or other emergency, - to be physically present on the playgrounds to restore order and promote the safety of the pupils thereon.
  - b. Teachers shall not be required to perform the following clerical functions:
    1. the duplication of instructional material;
    2. collecting money;
    3. grading or recording results of school-wide testing programs; except Federal or State mandated tests which shall be graded and recorded during the normal school day;
    4. labeling and numbering of textbooks and supplies.
  - c. Reporting of students grades will be automated for grades 7-12.

### ARTICLE III TEACHING LOAD AND ASSIGNMENTS

#### A. Length of Teacher Day

The length of the teacher's day shall not exceed 7 consecutive hours (exclusive of attendance at faculty meetings, meeting with parents, performance of detention duty and such other obligations as are required by the provisions of this Agreement).

Effective September 1, 1995, the length of the teacher's day as described above shall be increased by ten (10) minutes.

#### B. In the elementary schools

1. All grades 1-5 teachers will have five 35-minute conferences and planning periods per five-day week once special teachers have commenced their program in September and providing substitute teachers can be employed when special teachers are absent. This means a continuation of the practice of permitting classroom teachers to be absent from classrooms when special teachers, i.e., physical education, art, and/or music teachers are in charge. Every effort will be made to schedule special teachers in such a way as to provide special teacher services per class on five different days per week.

When a library period is scheduled, teachers shall accompany their classes to the library or be able to utilize the time for professional duties, responsibilities and growth. Where applicable, these shall include parent/teacher conferences, student consultations, supervision of make-up tests and meetings with administrators. Such time should be used by all teachers for professional development, inter-disciplinary planning, assistance to independent study projects and students involved in special academic projects, facilitation of student work in labs and lab facilities or other needed responsibilities.

2. Every effort will be made to expand the substitute list for special areas (art, music, physical education) and a substitute special area teacher will be provided for special area classes whenever possible. In the event that no special areas substitute can be found, other teachers on the substitute list will be sought to meet the schedule of the absent special teacher. The regular classroom teacher shall provide suitable instructional material to be followed by the substitute teacher.
3. In order to enable art supplies to be unpacked, checked, labeled and stored, art classes shall not meet during the first week of the school year and during said period the pupils thereof will remain under the supervision of their regular classroom teachers.
4. Whenever aides are not otherwise provided to render assistance to kindergarten teachers, aides shall be provided to enable the teacher to work with individuals or small groups utilizing approved perceptual training program materials, if needed. Aides for this purpose shall not exceed twenty minutes per kindergarten session. In addition, an aide will be available to the kindergarten teacher for twenty minutes per session during the pupils' snack time for the personal needs of the teacher.

Elementary level teachers will be provided with two half days within the first two (2) weeks of June for tasks such as, but not limited to, preparation of class lists, permanent record cards, writing folders, report cards and conferences with teachers on grade level.

5. The length of the elementary school teachers' lunch period shall not be less than 50 minutes.
6. Elementary classroom teachers teaching a block of time in excess of One Hundred-Eighty (180) minutes per day shall be granted one ten (10) minute break during that One Hundred-Eighty (180) minute block of time.

C. In the middle school (Grades 6, 7, 8)

1. The weekly teaching load shall be twenty-five teaching periods.
2. Whenever possible, no teacher shall be assigned to more than two teaching preparations.
3. Teachers who are assigned to classes meeting on the traditional 35-42 minute class schedule or to classes which are substantially equivalent to the 35-42 minute class, shall not be assigned to more than three consecutive class periods.
4. Teachers assigned to classes other than those scheduled for 35-42 minutes shall not be assigned to consecutive class sessions longer than 160 minutes.
5. Teachers may be assigned to five (5) periods of instructional time, one duty period, one preparation period and one lunch period daily. During the remainder of the day, all teachers will be at a location known to students and staff. The balance of the work day shall be used, when applicable, for parent/teacher conferences, student consultations, supervision of make-up tests and meetings with administrators. Such time should be utilized by all teachers for professional development, inter-disciplinary planning, assistance to independent study projects and students involved in special academic projects, facilitation of student work in labs and lab facilities or other needed responsibilities.
6. Study hall assignments shall be rotated among those available beginning with those teachers who have not served study hall since the 1982-83 school year. Multiple study halls shall be condensed into one study hall with a teacher.
7. A minimum of two full-time teacher aides shall be employed to cover necessary hall and study hall duties.
8. Notwithstanding any provision of this contract to the contrary, full time music teacher schedules shall consist of four (4) teaching periods, one lunch, one preparation period, and one "professional" period, also known as the "x" period. During the balance of the day, music teachers shall provide music lessons to pupils; the latter shall be scheduled by the teacher, subject to the review and approval of the administration. Chorale lesson groups shall not exceed an average of ten (10) students per teacher in a six (6) day cycle. Instrumental lesson groups shall not exceed an average of six (6) students per teacher in a six (6) day cycle. The total work time of the music teacher shall not exceed seven (7) hours and ten (10) minutes. No lessons shall be assigned during the "x" period. The foregoing shall not be applicable to music

teachers teaching non-performance music classes, and Article III (C)(5) shall apply. If a teacher teaches music together with another subject(s), then Article III (C)(5) shall apply. If a music teacher has a split elementary/secondary assignment, then the teacher shall be assigned the equivalent of a maximum of four (4) teaching periods, one preparation period, one lunch period, one travel period, and a professional period if the teacher is assigned at least two secondary periods. During the balance of the day, music teachers shall provide music lessons to pupils; the latter shall be scheduled by the teacher, subject to the review and approval of administration.

9. Notwithstanding any provision of this contract to the contrary, special education teachers may be assigned to resource room duty in lieu of a duty assignment. The resource room duty shall consist of five (5) or fewer students. No lesson plans shall be required; however a student folder consisting of the goals and objectives of the student's individual education plan and a memorialization on a regular basis of the student's progress vis-a-vis the goals and objectives shall be maintained. The assignment shall be limited to general support. There shall be no pre and post teaching. The teacher assigned to the resource room duty does not attend the mainstreamed class but only supports the mainstreamed class. Several subjects and grade levels may be addressed at the same time in the resource room duty.
10. The implementation of paragraphs eight (8) and nine (9) above shall not result in the exceeding of any special education or music staff employed as of September 10, 1999.

D. In the high school (Grades 9-12)

1. The weekly teaching load shall be twenty-five teaching periods.
2. Notwithstanding any article or provision of this contract to the contrary, teachers who teach science full time may be assigned up to the equivalent of thirty-two (32) teaching periods over the six (6) day cycle, plus an additional thirty-third (33rd) and thirty-fourth (34th) teaching period if the teacher agrees. The teacher(s) will be compensated at the rate of \$72.45 for the 2004-2005 school year and \$74.99 for the 2005-2006 school year for each period over thirty (30) within the six (6) day cycle. Such additional assignments may only be for laboratory periods. Science teachers with split assignments (such as science/math) may not be assigned more than thirty (30) periods. Science teachers assigned to more than thirty (30) periods shall have no duties.

A. When a science teacher is assigned to a schedule containing more

than thirty (30) periods in six (6) days as provided for above, he/she shall be assigned only three (3) laboratory classes, except a science teacher may be assigned to four (4) Regents, advanced, or a combination of Regents and advanced science laboratory courses provided that two (2) of the assigned courses are identical. In the foregoing event, and if the teacher agrees, he may be assigned up to any four (4) laboratory courses, either advanced or Regents.

- B. The term "advanced" shall include advanced placement and international baccalaureate courses.
3. Whenever possible, no teacher shall be assigned to more than two (2) teaching preparations.
  4. Teachers shall not be assigned to consecutive class sessions longer than One Hundred and Forty-seven (147) minutes.
  5. At the option of the Board of Education, a schedule may be constructed using modules of twenty-one (21) minutes each with two (2) such modules constituting one (1) period.
  6. Teachers may be assigned to five (5) periods of instructional time, one duty period, one preparation period and one lunch period daily. During the remainder of the day, all teachers will be at a location known to students and staff. The balance of the work day shall be used, when applicable, for parent/teacher conferences, student consultations, supervision of make-up tests and meetings with administrators. Such time should be utilized by all teachers for professional development, inter-disciplinary planning, assistance to independent study projects and students involved in special academic projects, facilitation of student work in labs and lab facilities or other needed responsibilities.

7. Notwithstanding any article or provision of this contract to the contrary, full time music teacher schedules shall consist of four (4) teaching periods, one lunch, one preparation period, and professional period. During the balance of the day, music teachers shall provide music lessons to pupils; the latter shall be scheduled by the teacher, subject to the review and approval of administration. Chorale lesson groups shall not exceed an average of ten (10) students per teacher in a six (6) day cycle. Instrumental lesson groups shall not exceed an average of six (6) students per teacher in a six (6) day cycle. The total work time of the music teacher shall not exceed seven (7) hours and ten (10) minutes. No lessons shall be assigned during the professional period. The foregoing shall not be applicable to music teachers teaching non-performance music classes, and Article III (D)(6) shall apply. If a teacher teaches music together with another subject(s) then Article III (D)(6) shall apply. If a music teacher has a split elementary/secondary assignment, then the teacher shall be assigned the equivalent of a maximum of four (4) teaching periods, one preparation period, one lunch period, one travel period, and a professional period if the teacher is assigned at least two secondary periods. During the balance of the day, music teachers shall provide music lessons to pupils; the latter shall be scheduled by the teacher, subject to the review and approval of administration.
8. Notwithstanding any provision of this contract to the contrary, special education teachers may be assigned to resource room duty in lieu of a duty assignment. The resource room duty shall consist of five (5) or fewer students. No lesson plans shall be required; however a student folder consisting of the goals and objectives of the student's individual education plan and a memorialization on a regular basis of the student's progress vis-a-vis the goals and objectives shall be maintained. The assignment shall be limited to general support. There shall be no pre and post teaching. The teacher assigned to the resource room duty does not attend a mainstreamed class but only supports the mainstreamed class. Several subjects and grade levels may be addressed at the same time in the resource room duty.
9. Special education teachers who are assigned to the inclusion program may be scheduled for up to two (2) inclusion mainstreamed classes during a given period, provided that the teacher can elect which of the two (2) inclusion mainstreamed classes to attend each day. (The two (2) assigned inclusion mainstreamed classes will remain unchanged during the six (6) day cycle. For example, a teacher may be assigned to a math and an English inclusion mainstreamed class, which assignment will be consistent for each of the six (6) days). No special education teacher may be assigned to two (2) classes during the same period if the teacher is required to be in attendance at one of the classes each day.
10. The implementation of the foregoing paragraphs 2, 7, 8 and 9 shall not result

in the excessing of any science, special education or music staff employed as of September 10, 1999.

E. Special provisions affecting English teachers

1. English teachers in both the middle school and the high school may be required to teach five (5) periods a day.
2. The pupil workload of each teacher shall not exceed an average of 125. The average shall be derived by adding his/her workload for the Fall and Spring semesters as of October 1 and March 1, respectively, and dividing the total by 2. A maximum of 2 English teachers in each English Department may be assigned a maximum yearly average of 127 students.
3. The aforesaid limitation on pupil workload refers only to regular English classes and is expressly inapplicable to such classes as drama and the like. A teacher who instructs a class in drama, or the like, shall have a pupil workload which will not exceed an average (computed as above) of 96 in his/her regular English classes.

F. General provisions

1. Before final teaching assignments are made, principals or department chairpersons shall confer whenever possible with each teacher. Teachers' assignments for the following school year shall be made known to the teacher in June, whenever possible. Should a change in assignments become necessary thereafter, the teacher shall be timely notified thereof.
2. The Principal in each school shall consult with a duly designated Committee of teachers with respect to assignments and the allocation of duties. Special teachers in the elementary schools, at their option, may confer with the said Principal with respect to the preparation of their own schedules. The decisions affecting the foregoing shall continue to be made by said Principal.
3. Should any problems arise with respect to any of the items set forth in Paras. "A-D" above, the Principal of the school affected thereby will consult with the Association in a mutual effort to effect a reasonable solution to such problems.
4. Whenever possible, a substitute teacher will be hired for any member of the teaching staff whose full day absence would necessitate that his/her classes be covered by another member of the staff. Whenever practicable, every effort will be made to provide substitutes for less than full day absences.
5. No teacher shall be required to cover a class as a substitute during his/her

lunch period. No teacher shall be required to cover a class as a substitute during his/her conference or unassigned period except in an emergency. In the event that a teacher assigned a duty is taken from that duty to cover a class in an emergency absence situation, no third person otherwise unassigned shall be assigned to cover the covering teachers duty. When an emergency arises as the result of a shortage of substitutes, teachers called upon to cover classes, except during their duty period, shall receive as compensation one-fifth of the substitute's daily rate of pay plus \$5.00 per period. Coverage in emergency situations must be equitably distributed. In the elementary schools said payment shall accrue to elementary teachers who must cover classes, including coverage for a special who fails to appear. Should an elementary school teacher be required to double up classes for an entire day he or she shall receive a substitute's daily rate of pay plus \$25.00 in addition to his/her regular salary.

6. If a teacher is required to proctor an examination outside the scope of the "normal" school day, then additional compensatory relief time at a mutually agreed time shall be granted within the school day.
7. If a teacher has indicated that he/she is to be absent, the Administration will do its best to hire a substitute teacher certified to teach in the area he/she has been called in to teach.
8. Whenever possible, no teacher shall be required to teach in an area other than that of his/her certification without his/her consent. In conformity with New York State Law, no teacher shall be required to teach more than one such class.
9. It is mutually agreed and understood that no teacher shall receive or be denied any assignment because of race, color, religion or sex.
10. All teachers shall have a minimum duty-free lunch period of thirty minutes. A teacher may not be required to give examinations or monitor examinations during lunch periods.
11. Whenever possible in the secondary schools, a teacher will teach all his/her classes in the same room. Each room to which a teacher is assigned shall have, whenever and wherever possible, suitable facilities available for the intended instruction therein.
12. Whenever it shall appear to the Administration that curriculum revision work is desirable or necessary, the Principal shall request from the staff or department a statement in writing as to the number of hours anticipated for such work. The administration may then propose a flat fee therefor and notify the staff members and the Association building representative of such



proposal. The staff members shall within 10 days thereafter accept such proposal, or, in the alternative, demand that they be paid at the rate of \$124.20 for the 2004-2005 school year and \$128.55 for the 2005-2006 school year per day for a 6 ½ hour day of approved curriculum work (but with no additional "fringe benefits" applied to either mode of compensation). The administration may reject such demand and obtain revisions for the curriculum from outside sources.

13. Teachers shall be required to perform detention duty. Assignments of teachers will be equitably distributed. There will be no more than one (1) detention period per school day, the length of which shall be that of the normal school period. Assigned detention duty will only be used for students who are truant or tardy. This is not to preclude teachers from detaining students after school for disruptive behavior.

G. Special provisions affecting teachers who travel between schools

1. Teachers who travel are entitled to a daily preparation period.
2. Teachers who travel are entitled to a duty-free lunch period.
3. No teacher will be required to travel between buildings more than once in any one day, whenever possible.
4. Teachers who travel will not be assigned a duty.
5. In September of each school year, these teachers will be given written notice of the district's reimbursement policy for travel expenses, as well as an explanation of procedures to be followed to collect for travel mileage.
6. The transportation allowance shall be the amount authorized by the Internal Revenue Service as deductible for non-reimbursed travel expenses per mile for authorized school business when the teacher uses his/her own car.

- H. A committee composed of three (3) appointees of the Union President and three (3) appointees of the Superintendent of Schools shall be established as soon as practicable following execution of this agreement to study the establishment of flexible schedules. The Committee shall work cooperatively on the commencement of flexible scheduling for the secondary schools. In connection with the commencement of flexible scheduling, the Committee shall review staggered instructional work days of differing time periods. The Committee shall issue its report on or before June 1, 2000.

ARTICLE IV  
PROFESSIONAL DEVELOPMENT AND IMPROVEMENT

A. Conferences

A joint staff and administration committee shall be established to make recommendations to the Superintendent upon applications by teaching personnel for permission to attend workshops, seminars, conferences and other professional improvement sessions.

B. In-service Education and University Courses

1. a. Members of the teaching staff shall be represented on the Committee which chooses and recommends credit for in-service courses.
- b. Graduate courses approved by a university or college but sponsored and run by another private organization will be considered for salary and graduate credits only if the credits are accepted by that university or college as part of a degree program. If the credits are not accepted as part of a degree program then teachers interested in taking these courses may apply for in-service credit under the provisions of this contract.
2. a. Application for approval of credit for an in-service course must be made on an appropriate application form. Credit will be given if approval of the application is given by the Superintendent of Schools. Teachers will not receive credit for a course unless they have been in attendance at least eighty percent of the class meeting hours.
- b. If a teacher is planning to request in-service credit for an in-service course the teacher is taking, prior approval by the Superintendent of Schools or his/her designee shall be required for all courses except those which meet the criteria in 3.d. and the following criteria:

Courses offered by the Nassau County BOCES, an approved professional organization, or the Rockville Centre Teacher Center, in which the course content relates to the teachers' assignment and which contains a minimum of 15 (fifteen) class hours.

- c. The Instructor-in-charge will be required to certify on an appropriate form that participants in the in-service course have satisfactorily completed the course in accordance with Board policy. Upon approval of the certification by the Superintendent, credit will be given to the extent approved on the application.

- d. Individual certificates will be given to each teacher who satisfactorily completes the course.
3. Two in-service credits will be earned by teaching a college level course for an accredited college and for which college credit is granted, provided, however, that such credits may only be granted once and, further, that the course content relates to the assignment of the teacher.
- a. The parties confirm that, prior to September 1970, the practice of the School District was to recognize for salary increment three (3) in-service credits of every fifteen (15) credits submitted and that for the period from September 1970 through August 1975, the School District policy was to recognize for salary increment five (5) in-service credits of every fifteen (15) credits submitted. During each of said periods excess in-service credits were "banked" as a reserve for the benefit of the teacher and this reserve could thereafter be applied for subsequent salary improvements.
  - b. Commencing September 1, 1975, the School District shall recognize towards salary increment six (6) in-service credits of every fifteen (15) credits submitted. In-service credits submitted for salary increment in excess of such six (6) in-service credits, shall be "banked" as a reserve for the teacher and such reserve may be applied towards subsequent salary improvements.
  - c. It is expressly understood that once a teacher has submitted credits (in-service and college or university credits) for salary improvements, such credits may not thereafter be used again as part of any recasting, restructuring or reapportionment of those credits as part of the total credits submitted by that teacher for any subsequent salary improvement.
- Starting with teachers appointed as of September 1, 1988, credits submitted for advancement beyond the Master's Degree level must be earned after the completion of the Master's Degree. All credits earned prior to the awarding of the Master's Degree will not be counted for salary advancement beyond the Master's Degree level. In-service credits taken prior to the completion of the Master's Degree can be banked and used for increments after the completion of the Master's Degree.
- d. Except where specifically provided to the contrary, one (1) in-service credit shall be awarded for each combination of 15 full hours of classroom instruction and 15 full hours of out of class work required

by an individual in-service course.

4. a. Salary adjustments based upon changes in college/university or in-service credits will be effective as of February 1 when the college/university or in-service credits are completed during the preceding fall semester, provided that official transcripts are received at the appropriate administrative office prior to April 1; as of September 1 when such credits are completed during the preceding spring or summer semester, provided that official transcripts are received at the appropriate administrative office prior to November 1.
- b. When it is anticipated that unreasonable delays may occur in the issuance of transcripts due to no fault or deficiency on his/her part, the teacher may file a copy of the letter or transcript request form and, provided such letter or form clearly indicates the date of issuance, the appropriate February 1 or September 1 date shall be applicable.
- c. Professional Improvement Program

The District shall appropriate the following sums to be allocated as indicated for a program of professional improvement:

\$84,348 shall be spent for professional improvement activities for the period 9/1/98 to 6/30/99. Any additional funds which were not allocated during the aforesaid time period shall be added to the funds allocated for the period 9/1/99 to 6/30/00.

\$89,325 shall be spent for professional improvement activities for the period 9/1/99 to 6/30/00.

\$94,595 shall be spent for professional improvement activities for the period 9/1/00 to 6/30/01 and the same amount shall be spent for the period 9/1/01 to 6/30/02.

\$98,142 shall be spent for professional improvement activities for the period 9/1/02 to 6/30/03.

\$101,822 shall be spent for professional improvement activities for the period 9/1/03 to 6/30/04.

\$105,386 shall be spent for professional improvement activities for the period 9/1/04 to 6/30/05.

\$109,074 shall be spent for professional improvement activities for the period 9/1/05 to 6/30/06.

The professional improvement activities referred to may include graduate courses, mini-grants, visitations, fellowships and other related educational projects. Travel projects shall not receive funding.

\$25,927 shall be spent for summer fellowships during the period 7/1/99 to 8/30/99. The amount shall be increased to \$27,457 for the period from 7/1/00 to 8/30/00, and to \$29,077 for the period from 7/1/01 to 8/30/01. \$29,077 shall be spent for summer fellowships during the period 7/1/02 to 8/30/02. \$30,167 shall be spent for summer fellowships during the period 7/1/03 to 8/30/03. \$31,223 shall be spent for summer fellowships during the period 7/1/04 to 8/30/04. \$32,316 shall be spent for summer fellowships during the period 7/1/05 to 8/30/05

Summer fellowships shall be granted for study in a course applicable to the teaching profession, on the graduate level of a university recognized by the regional accreditation agency. In the District's interest, the Superintendent may waive the graduate level requirement.

A committee shall be established composed of 1 Central Office Administrator, 1 Secondary Principal, 1 Elementary Principal, and 3 teachers, which shall make advisory recommendations to the Superintendent on proposals received. The Superintendent shall, in his/her sole discretion, authorize the grants hereunder.

d. Summer Study

Once formal class sessions have terminated, whenever possible, the Board will allow teachers who have received grants and scholarships for summer study to leave to take advantage of such grants providing the teacher can make arrangements to fulfill all responsibilities for final examinations, correcting papers, assigning grades, preparing report cards, and officially "checking out" with the principal. If a hired substitute is not provided for the aforementioned teacher, no deduction in salary shall be charged.

C. Point Credit for Educational Travel

Teachers shall be compensated by salary increment and for approved travel and experience in accord with guidelines set forth below. The specific point credit shall be determined by the in-service committee.

1. Policy

Travel which is undertaken primarily for educational rather than recreational purposes may be approved for salary point credit. Travel is considered educational if it is carefully planned and prepared so as to result in a significant contribution to professional growth. For this purpose, travel is defined as "A moving from place to place with continuous exposure to new and changing environments having significant educational potential."

## 2. Point Allowance

The granting of salary point credit shall be in accordance with the following regulations:

- a. The total maximum number of points allowed for all educational travel shall not exceed 6 points.
- b. Educational travel must occur during the summer vacation period except in the case of an employee who is on an authorized leave of absence.
- c. Two calendar weeks of travel shall be the minimum period and six calendar weeks the maximum period for any one summer vacation period of any one summer. A calendar week shall consist of seven consecutive days of approved travel. Fractional credit may not be allowed for fractional parts of a week.
- d. Educational travel may not include any time during which concurrent study is undertaken for other ways of point accumulation.
- e. The educational value of the travel must justify a uniform allowance of one point per week in conformity with standards for point allowance in other recognized forms of study, and the restrictions noted under Section 3 following.
- f. Written approval of travel plans must be obtained from the In-service Committee prior to the commencement of travel.

## 3. Restrictions

Salary point credit for travel will not be allowed for:

- a. Travel within a general 200 mile straight line radius of Rockville Centre.
- b. Visits to places known primarily for entertainment value.

- c. Vacation trips to the mountains, beaches, resorts, dude ranches, etc.
  - d. Areas of previous residence.
  - e. Return trips to areas for which credit has already been granted.
  - f. Attendance at conferences, workshops, or conventions.
  - g. Prolonged periods in any one area.
  - h. Weekend travel for a temporary place of resident outside the metropolitan area.
  - i. Vagabond trips for which a thoroughly planned itinerary has not been prepared.
  - j. Extended visits to friends or relatives.
4. Application Procedure
- Requests for enrollment in educational travel projects are filed on a special form available in all school offices. Applications should be submitted to the In-service Committee at least 30 days before the proposed date of departure. Written approval by the Superintendent must be obtained prior to the commencement of travel if salary point credit is to be allowed.
5. Completion of Travel Projects
- Completion of an educational travel project includes submitting forwarding recommendations to the Superintendent, at the conclusion of travel, a certification of the actual dates and routes of travel, including a written report of 200-400 words summarizing the educational implications of the travel experience.
6. Travel credits will be applied to salary improvement on either September 1 or February 1 when credit approval has been completed prior to those dates.

## ARTICLE V TEACHER RECRUITMENT AND EMPLOYMENT

- A. All applicants for teaching employment in the secondary schools shall be interviewed by department chairpeople, if department chairpeople are available for such interviews. The final decision in the selection of the candidate for employment

shall be made following consultation between the administration and the department chairperson.

- B. Similarly, each department chairperson shall meet with the building principal to review the recommendation for granting or refusing to grant tenure to teaching personnel in his/her department.
- C. In the event that the Board of Education should abolish any position which is now occupied by a person eligible for membership in the Teachers' Association, the Board of Education shall make every reasonable effort to place the excessed teacher in a vacant position in the District for which the teacher is certified. The District agrees to maintain all appropriate preferred eligibility lists in accordance with law.

Wherever practicable, if there is a vacancy in another tenure area and the excessed teacher is certified in this tenure area, or can become certified by the commencement date of service in the new position, the teacher will be offered the appointment as a probationary teacher on the first year of the required probationary period, in the new tenure area.

If it is necessary for a teacher whose position has been abolished to obtain credits for his/her new position, and if the teacher can complete all certification requirements prior to commencing service in the new position, the Board agrees to reimburse the teacher for his/her tuition costs according to the following formula.

One-half of the cost of six credits for teachers with 4-9 years of service.

One-half of the cost of nine credits for teachers with 10-14 years of service.

One-half of the cost of twelve credits for teachers with 15 or more years of service.

The provisions of this section are subject to regulations of the Certification Division of the University of the State of New York.

The Board retains all rights relating to the retention or dismissal of such teacher based on performance in the new position.

- D. No position in the summer school program shall be filled by a teacher not employed by the Rockville Centre School system if there is a qualified applicant for such a position who is employed by the Rockville Centre School system. There will be an exception for those teachers who are not Rockville Centre teachers but who have already taught summer school for three years. New positions and/or vacancies in the summer school program shall be posted in each school in the District.



## ARTICLE VI TEACHER EVALUATION

### A. Non-Tenured Teachers

1. Observation for rating purposes of first year teachers shall be for help as well as evaluation. However, such observations should not be reduced to official writing for the first month.
2. Observation by the building principal or designee should occur at least four times during the year for each probationary teacher. All observations and evaluations should be completed by June 1st.  
(The School District and the Association agree that the District's current understanding of the word "designee" will prevail until June 30, 2006. The District acknowledges that this agreement is without prejudice to the Association's understanding and that following June 30, 2006 the Association shall have the right to contest this issue through the grievance procedure.)
3. A probationary teacher shall be informed by April 15 if the Superintendent intends to recommend that he/she not be granted tenure. The Board shall notify the teacher of its decision with respect to the Superintendent's recommendation by May 15. This date shall not apply where the position held by that teacher is subsequently abolished.
4. The Superintendent shall give the Association reasonable notice of the names of those teachers who will be eligible for tenure and the Association shall have the right to make recommendations to the Superintendent concerning the same. This provision, however, shall in no way diminish the legal authority of the Superintendent or of the Board with respect to the right to grant or deny tenure to such teachers.
5. Department chairpeople or directors (as the case may be), if available, shall be consulted if the employment of a probationary teacher is to be terminated.
6. A teacher shall at all times be given the opportunity of having a representative of the Association present at times when he/she may be disciplined or deprived of monetary or professional advantage for any alleged infraction of rules or other alleged delinquency in professional performance. Such teacher shall not be so disciplined or deprived of any monetary or professional advantage for any of the reasons set forth above without just cause subject, however, to the authority vested in the Board of Education by 3012 of the Education Law to discontinue at any time the services of such teacher. In no event shall the causes and circumstances affecting the aforesaid action against said teacher be publicly disclosed unless required by

law or so requested by the affected teacher. This paragraph is expressly understood to have no application to the power of the School Board to deny tenure to a probationary teacher or to discontinue the services of such teacher under the applicable provisions of the Education Law.

B. Tenured Teachers

1. A teacher shall at all times be given the opportunity of having a representative of the Association present at times when he/she may be disciplined or deprived of monetary or professional advantage for any alleged infraction of rules or other alleged delinquency in professional performance.
2. A tenured teacher shall not be disciplined, reprimanded, reduced in rank or compensation, suspended, demoted, terminated or otherwise deprived of any professional advantage without just cause. In no case shall this be done publicly unless required by law or so requested by the teacher. In the event that charges are made against any such teacher, pursuant to the provisions of 3020-a of the Education Law (or as the same may be amended), and hearings are held thereon, the issues involved in such charges shall not then be arbitrable under the terms of this Agreement.

C. Observation

1. When a classroom observation by an Administrator/Supervisor/Department Chairperson, is reduced to a written report following his/her observation of a teacher, the observer shall confer with the teacher within ten school days from the date of the observation. A copy of the formal written report shall be delivered to the observed teacher two days prior to the teacher's signing the report and within ten school days of the observation. The teacher has the option of requesting an additional conference with the observer prior to signing the report. All observations and evaluations should be completed by June 1st.
2. An observation report is a formal report of a single instance of observation of a teacher working with pupils. This report is filed by a department chairperson director, principal or other supervisory-administrative staff member.
3. The teacher shall sign the written observation report and shall receive a copy thereof for his/her own files. Such signature by the teacher shall not be deemed to indicate agreement with, or approval of, the contents of the observation report. The observation report shall be filed in the Principal's office until such time as it is attached to an evaluation report of the said teacher.

Such observation report and evaluation report are ultimately to be filed as part of the teacher's personnel record file.

4. A teacher has a right, if he/she so requests, to attach any additional comments he/she may wish to make to an observation report. Such attachment must be made within thirty school days of the date of the observation report.
5. All monitoring or observation of the work performance of a teacher shall be conducted openly and with full knowledge of the teacher. The use of eavesdropping, public address systems or radio systems and similar covert surveillance devices continues to be strictly prohibited.
6. A secondary school Principal shall include an annual conference with members of a department whose chairperson is being evaluated for reappointment, at which conference the chairperson is not to be present.

#### D. Evaluation

1. A non-tenured teacher shall receive annually a minimum of one evaluation report. Tenured teachers shall annually receive one evaluation report based on at least one observation. All observations and evaluations should be completed by June 1st.
2. An evaluation report is a comprehensive rating report filed generally by a principal but may also be filed by a director, department chairperson or other supervisory-administrative staff member. At the elementary and secondary level the evaluation report shall be prepared by the principal who may utilize observation reports as prepared by himself/herself, the department chairperson, or by other administrative-supervisory personnel.
3. When the evaluation report is committed to writing, the writer shall meet with the teacher prior to filing the report in the Superintendent's Office. The teacher shall be given a copy of the evaluation two days prior to the conference at which conference the teacher shall sign the original indicating receipt of the document.
4. A teacher has the right, if he/she so desires, to attach his/her comments to any such evaluation reports providing the attachment is made within thirty school days of the date of the Evaluation Report.
5. Evaluation Reports and their attachments, as filed by the principal, department chairperson or other administrative-supervisory personnel, and which have been signed by the teacher shall be included in the teacher's personnel file.

6. All Evaluation Reports shall be dated.
7. Pursuant to the terms of this contract and Part 100 of the Regulations of the Commissioner of Education, department chairpersons, as unit members, are authorized to evaluate teachers.

E. Personnel File

1. Access to one's own personnel file (exclusive of pre-employment references) is a right of teachers and is available to all teachers with reasonable dispatch.
2. A teacher will be entitled to have a representative of the Association accompany him/her during the review of his/her file.
3. No material derogatory to a teacher's conduct, service, character or personality nor any material relating to the performance of his/her duties will be placed in his/her personnel file unless the teacher has had the opportunity to review the material. The teacher will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature to the copy to be filed, and with the express understanding that such signature in no way indicates agreement with the contents thereof.
4. An incident, which has not been reduced to writing within three months of its occurrence, exclusive of summer vacation period, may not later be added to the teacher's file except when such pertains to evidence of a criminal offense.
5. The teacher shall be permitted to reproduce, at his/her own expense, in the administration building, any material in his/her file except for pre-employment references.
6. Material, other than evaluation and observation reports shall be removed from a teacher's personnel file whenever his/her claim that it is inaccurate or unfair is sustained by an arbitrator or other competent body having jurisdiction. Evaluation and observation reports are recognized to be statements of professional judgments and are subject to removal only upon proof that the observer and/or evaluator failed to substantially abide by the procedures prescribed by Paras. B and C, above.
7. No written statements by parent, student, or other non-staff member shall be placed in a teacher's file unless the author thereof is identified.

8. A teacher shall have the right to include pertinent information in his/her file within three months of the occurrence.

## ARTICLE VII PROMOTIONS

- A. The Board shall give due consideration for promotions to persons with service in the School District, providing that it is understood and agreed that the Board's policy is to obtain the most qualified applicants from all available sources.
- B. Whenever a vacancy in any position in the School District shall occur by reason of death, retirement, discharge, resignation, sabbatical or the creation of a new position, the Board shall give written notice to the President of the Association and shall post such notices in each school in the District. When posting is not feasible, or when an opening occurs during the summer, the President of the Association shall be notified in writing.

Promotional positions are defined as follows: positions paying a salary differential, and/or positions such as Superintendent, Assistant Superintendent, Director, Coordinator, Principal, Assistant Principal, Department Chairperson and any new administrative or supervisory position that the Board creates.

The written notice of promotional vacancy shall include a description of the position and the minimum qualifications for the position.

The Board shall not permanently fill any promotional vacancy (except in a situation of emergency need) until at least thirty days after written notice of the vacancy has been made.

An applicant for a promotional or supervisory position shall be notified in writing as to the action on his/her application immediately upon Board action.

- C. A committee of teachers and administrators will be created to propose and recommend to the Board an internship program designed to lead to certification in administration and supervision.

## ARTICLE VIII TRANSFERS

### A. Voluntary Transfers

1. Teachers who desire a change in grade and/or subject assignment or who desire to transfer to another school building shall file a written statement of such desire, with one copy filed with the Superintendent and Principal and another may be filed with the Association.

Such statement will include the grade and/or subject to which the teacher desires to be transferred.

2. The applicant for transfer shall be notified in writing as to the action of his/her application immediately upon Board action.

### B. Involuntary Transfers

1. An involuntary transfer shall be made in the discretion of the Superintendent employing the following factors: When such transfer is necessary, a teacher's area of competence, major and/or minor field of study, quality of teaching performance, and length of service to the Rockville Centre schools will be considered, together with instructional requirements and staff availability, in determining which teacher is to be transferred. An involuntary transfer will be made only after a meeting between the teacher, Superintendent and the principals involved, at which the teacher will be notified of the reasons for the proposed transfer.

Teachers who are involuntarily transferred will be transferred only to an equivalent position.

If due to unusual circumstances a position is abolished, the Board shall offer the teacher the first comparable position that becomes available for which the teacher is qualified. The comparable position offered must be similar to or better than the previous position in type and salary and must be acceptable to the teacher.

- C. No tenured teacher who is involuntarily transferred shall, by reason thereof, lose tenure status in his/her former position as required by law.
- D. Notices of all instructional staff openings, other than those of substitute nature, that occur during the school year shall be posted in every building of the School District. When posting is not feasible or when an opening occurs during the summer, the President of the Association shall be notified in writing thereof.

## ARTICLE IX PHYSICAL EXAMINATION OF SCHOOL PERSONNEL

In the interest of staff and pupil health, physical examinations are required of:

- a. All employees of the Board of Education prior to employment.
- b. All instructional staff members during the second half of the third probationary year as a requirement for tenure.

The school physician shall prepare forms needed to properly evaluate the physical condition of employees for the tasks they perform.

For instructional employees the physical examination required in "b" above must be given by the School District physician.

For examinations, not required to be personally done by the school physician, all personnel may have their private physician report the examination on the prescribed school form. If so, the cost will be assumed by the individual. Employees will not be charged for examinations made by the school physician. Chest X-Rays, if requested by the school physician, shall be paid for by the District.

The chief school physician's judgment that an employee's physical condition enables him/her or does not enable him/her to perform the tasks of his/her position will be indicated by the chief school physician on the prescribed school form. The chief school physician will review every completed medical examination form and his/her decision shall be final.

Physical examination records shall be kept in employees' folders in the Administration office and will be confidential. Such records will be available only to health personnel, the employee or to others whom the employee may designate.

## ARTICLE X EMPLOYEE ABSENCES

- A. Bonus for Perfect Attendance: A bonus of \$400 will be available for teachers who are absent for one day and \$800 for teachers with perfect attendance. It is understood that no money is available for absences of two days or more notwithstanding that the contract provides for discretionary absences such as family illness, personal illness and personal time including days of religious observance. Such discretionary days are counted against the employee for purposes of bonus eligibility. Jury duty, death in immediate family, quarantine and school business are not counted as absences in computing bonus.

- B. Absences of employees may be permitted without deduction of salary up to an annual allowance of 15 days per year. Of these 15 days, 10 may be allowed for personal illness and 5 for reasons other than personal illness. The five days for other than personal illness may be used for reasons listed in "J" of this Article. Unused days shall be cumulative to a maximum of 180 days with the cumulative portions available for personal illness leave only. The following shall apply to these leaves:
1. "PERSONAL ILLNESS" - 10 days per year. A teacher who has been absent more than five consecutive working days because of personal illness, shall submit a physician's statement within the 10th school day of the commencement of the absence.
  2. "REASONS OTHER THAN PERSONAL ILLNESS" - 5 days per year as further defined in "J" of this Article. Absences will be permitted for single days or two consecutive days for only reasons listed in "J" of this Article. The signing of Form X is the employee's certification that the reason(s) for the absence conform to the list in "J" of this Article.
- C. For part-time (40% or more) persons, whose contract of employment is longer than six months, the proportionate amount of leave shall apply.
- D. At the commencement of each school year, each teacher shall be credited with the total of (a) the number of his/her unused leave days accumulated to a maximum of 180 days as of the end of the preceding school year and (b) the 15 days of leave (being the total of items "B.1" and "B.2," above) for the then ensuing school year. The resulting total of "(a)" and "(b)" shall constitute, for the purpose of this paragraph "D", a teacher's "Total Leave Time."
- E. Absences for reasons other than those for personal illness, in excess of five days in a year, which are authorized and for which full deduction is applicable may at the discretion of the Superintendent, have such deduction modified to deduction at the minimum rate of substitute pay.
- F. The following absences are non-deductible from cumulative allowance, shall be without loss of salary and request thereof shall be made on Form Y.
1. DEATH IN IMMEDIATE FAMILY - Three (3) working days of absence will be approved for each death in the immediate family. For purposes of this paragraph only, "immediate family" shall include parent, child, sister, brother, spouse, mother-in-law, father-in-law and grandparents.
  2. JURY DUTY - Notice of Jury Duty must be submitted to the Superintendent. The teacher shall reimburse the district in an amount equal to the jury fee



received.

3. QUARANTINE - Teachers absent by reason of quarantine imposed by Doctor's order due to illness caused by a contagious disease of a resident member of the household will submit a doctor's certificate explaining the order. Absence will be approved for the duration of the quarantine.

G. Full deduction of pay shall be applied for days of unauthorized absence.

H. In the event that plane travel circumstances, beyond the control of a teacher, arise and cause the teacher to miss school, the teacher shall have the opportunity to present his/her case complete with any and all relevant documentation to the Superintendent of Schools or his/her designee.

The Superintendent or his/her designee shall determine whether or not the teacher should be docked pay for the days absent.

Such determination by the Superintendent or his/her designee shall be final and binding and shall not be subject to the grievance procedure.

I. Sick Bank:

1. Teachers who are on a probationary track or who have secured tenure in Rockville Centre will be eligible to participate in a district "sick bank" administered by the Rockville Centre Teachers' Association. Applications for use of sick bank days should be made to the Rockville Centre Teachers' Association President.
2. Each teacher will be able to voluntarily contribute up to three days of sick leave annually, either from his/her banked days or from his/her current allocation of sick days. These days will be added to the bank. The additions to the sick-bank will take place by September 30th of each year.
3. An eligible teacher who has exhausted his/her accumulated sick leave may borrow days from the sick bank, up to a maximum of one hundred (100) teaching days. The borrowing teacher must provide a medical certificate indicating the diagnosis and approximate number of days of expected absence.
4. No teacher will be required to pay back days that are used from the sick bank.
5. If, in a given year, the total number of sick days in the bank falls below one hundred (100), tenured teachers shall have the opportunity to voluntarily contribute up to three (3) additional days of their accumulated sick leave.

6. The purpose of the sick bank is to afford protection to teachers who become victims of a prolonged illness or absence due to injury.
  7. Whenever the district is reimbursed by Worker's Compensation for sick leave days, the teacher's sick days will not be deducted from either his/her yearly or his/her accumulated sick days.
- J. Employees who expect to be absent for reasons other than personal illness and "illness in the immediate family," prior to the absence, must submit a completed Form X to the Superintendent and a copy to the Principal.

Requests for absences that conform to the reasons listed below are to be submitted on Form X. All other requests for absences are to be submitted on Form Y. In emergency situations, employees are expected to make every effort to communicate with the Principal or Supervisor prior to the absence if insufficient time is available for the written request. In these cases, the employee should submit Form Y on his/her return.

On return from any absence, an employee shall file a completed Form 35 with his/her Principal or Supervisor.

The following are approvable as absences for reasons other than personal illness as certified by the employee and should be requested on Form X.

- Legal:
- To appear in Court
  - To appear at Internal Revenue office for audit purposes
  - To close on a house
- Family:
- To take son or daughter to college
  - To attend son's, daughter's or spouse's college graduation
  - To be with someone in immediate family having a serious operation
  - To take or bring home from the hospital a member of the immediate family
  - To move to a new home
  - Illness in the immediate family
  - Additional days for death in the immediate family beyond the three non-deductible days permitted by Subdivision F-1 above.
- Education:
- To take a comprehensive or qualifying examination for an advanced degree
  - To receive a degree

Religious: - To attend a special religious ceremony involving a member of the immediate family; to attend funerals of persons other than immediate family; to observe a total of two religious holidays, provided request thereof is made on Form X prior to June 15 of the preceding school year. When the date of employment makes such a request date impractical, the teacher will submit his/her request within two weeks of the commencement of employment. The religious holidays for which absence is approvable are set forth below:

Rosh Hashanah (Jewish New Year)  
Yom Kippur (Day of Atonement)  
First Day of Succoth (Feast of Tabernacles)  
Second Day of Succoth  
Last Days of Succoth  
Feast of All Saints  
Christmas  
Feast of the Circumcision and New Year  
Feast of the Epiphany\*  
Christmas\*\*  
Ash Wednesday  
Annunciation\*  
Holy Thursday  
Good Friday  
Easter\*  
Easter Monday\*  
First Days of Passover  
Last Days of Passover  
Holy Thursday\*\*  
Good Friday\*\*  
Easter Monday\*\*  
Feast of the Ascension\*\*  
Shavuoth (Feast of Weeks)  
Feast of Assumption

\* New Calendar Eastern Orthodox Churches and New Calendar Eastern Rite Roman Catholic Churches.

\*\* Old Calendar Eastern Orthodox Churches and Old Calendar Eastern Rite Roman Catholic Churches.

NOTE: A request to be absent for additional religious observance is to be filed on Form Y and, if the request is granted, deduction will be made at the minimum substitute rate.

ARTICLE XI  
EXTENDED LEAVES OF ABSENCE

- A. 1. A leave of absence for one year, without pay, may be granted upon recommendation of the Superintendent, which shall not be withheld unreasonably, and approval of the Board of Education, to any teacher holding probationary or tenure status for disability; or to any teacher holding tenure status for temporary employment in the interest of public service or professional growth (including service with a local, state, or other professional teachers' organization). Leaves for professional growth can be requested for a period of one full year only, commencing in September and ending in June. If a teacher should request continuation of his/her leave for a second year, such request will be given every favorable consideration. No individual who has commenced an unpaid leave may thereafter claim or collect any pay for the same period.
- 2. By written application for such leave, the teacher shall agree that if such leave is granted, the teacher shall give the District 120 days written notice of his/her intention to return to service, and that his/her failure to give such notice shall constitute grounds for a charge of abandonment of the position. The teacher shall also acknowledge his/her waiver of any rights to termination procedures, including those provided by Section 3020-a of the Education Laws. At least 150 days before the expiration of the leave the district shall notify the teacher of his/her obligations hereunder by written notice to the teacher at the last address given by him/her to the District.
- B. A leave of absence for two years, without pay, may be granted upon recommendation of the Superintendent and approval of the Board of Education to any teacher holding tenure status to campaign for or serve in public office.
- C. Each year of full time service in the armed forces while on leave of absence will be credited for advancement on salary schedule.
- D. Leave of Absence for Childbearing and/or Child Rearing
  - 1. A teacher who is pregnant will be permitted to continue to work as late into her pregnancy as she is physically capable of performing the normal duties of a teacher.
  - 2. Whenever a pregnant teacher cannot perform her normal duties as a teacher and gives written notice to the Superintendent that she is commencing her leave of absence, she may advise the Superintendent to apply part or all of her accumulated sick leave because of medical disability connected with or resulting from her pregnancy.

3. Upon written request, an employee shall be granted a leave of absence for the duration of the school year in which the request is made up to one (1) year for the purposes of child care and child rearing. Upon further request by the employee, said leave will be extended for an additional school year. In no event shall this leave of absence exceed two (2) years. Said leave shall be without pay. The employee shall have the option of applying to have the leave commence prior to the birth of the child.
  4. Except where an emergency prevents the giving of such notice, the employee's written request for a child care and/or child rearing leave shall be made to the Superintendent or his/her designee at least thirty (30) days prior to the effective date on which the employee's leave is to begin. The above leave may be extended for successive one (1) year periods at the sole discretion of the Superintendent.
  5. An employee adopting a child (i.e., three [3] years of age or less) shall be entitled, upon ninety (90) days prior written notice, to a leave of absence without pay for a period not to exceed two (2) years to commence at any time during the first year after receiving de facto or de jure custody of said infant child or prior to said custody if necessary in order to fulfill legal requirements for adoption. Such 90 days prior notice may be waived in part or in whole under unusual circumstances in the sound discretion of the Board.
  6. If an employee has been granted a total of six (6) years leave of absence under this provision, no further child care leave shall be granted to that person.
  7. Provided one hundred twenty (120) days written notice be given to the Superintendent, an employee returning from a leave of absence and/or sick leave pursuant to subparagraphs "2" - "6", both inclusive, shall have the right to be restored to the same position which such employee held at the time said leave commenced. In the discretion of the Board, the date of restoration to service shall be the date of commencement of the semester following such one hundred twenty (120) days notice. A condition of such restoration, in the case of an employee who exercised her leave rights pursuant to subparagraphs "1" - "4", shall be her ability to perform her normal duties. In the event a position, to which an employee would otherwise have the right to be restored, shall have been abolished, such employee shall be entitled to the rights set forth in Article V, Paragraph C of the Teachers' Association Agreement.
- E. All insurance benefits for employees of the School District will be available to persons on leave of absence without pay with the employee assuming full costs.

- F. Teachers granted leaves of absences are ethically committed to return to the Rockville Centre School system for a period of at least one year.
- G. Teachers who have been granted a one year leave of absence will be reinstated in their previous building upon their return and in their previous position unless the position no longer exists. For those teachers who may be granted leaves of absence for periods in excess of one year the Board shall make all reasonable efforts to reinstate such teachers in their previous building.

## ARTICLE XII CLASS SIZE

- A. The size of classes shall not exceed a maximum of 35 pupils except where exceeding such maximum number is unavoidably necessary. The foregoing shall not be applicable to physical education, music and drama courses.
- B. Secondary school teachers, with the exception of music, drama and physical education teachers, shall have a maximum total load of 150 pupils.

## ARTICLE XIII STUDENT DISCIPLINE AND PERSONAL PROTECTION

- A. A teacher may use such force as is necessary and lawful to protect himself/herself from attack or to prevent injury to another teacher or student.
- B. Any case of assault upon a teacher shall be promptly reported to the Board or its designated representative.
- C. Whenever a teacher is absent from school as a result of personal injury, which is not due to his/her own culpable negligence or his/her willful act, and is compensable under New York State Worker's Compensation Law (an injury sustained while on duty), he/she shall be paid his/her full salary for his/her days of absence for the period recognized by the Worker's Compensation Board up to a total of 180 working days. No part of such absence shall be charged to his/her sick leave, including days absent for court appearance, administrative hearings, medical examinations and medical treatment.
- D. If any teacher is sued as a result of any lawful action taken by the teacher while in the scope or pursuit of his/her employment, the Board will provide legal counsel and tender all necessary assistance to the teacher in his/her defense.
- E. Time lost by a teacher as a result of personal injury sustained while on duty shall not be charged against the teacher. Included within the scope of this subsection are

court appearances, administrative hearings, conferences with members of the administration and/or Board, time required for medical treatment and recovery and time spent with law enforcement officials.

- F. No disciplinary action shall be taken against a teacher upon a complaint of a parent, of a student or of any other person unless notice of such complaint is promptly given to the teacher involved.
- G. Professional security forces shall be provided at school activities as need arises as determined by the Superintendent. Whenever staff members believe that the presence of security forces are needed at school activities they will have an opportunity to confer with the administration concerning the same.

#### ARTICLE XIV PROPERTY PROTECTION

- A. The Board will not require a teacher to transport a student in his/her personal automobile.
- B. The Board shall reimburse a teacher
  - 1. To the extent of the district's insurance policy for any loss, damage, destruction or theft of personal property related to his/her employment while on duty in the school or on the school premises.
  - 2. For the cost of replacing dentures, eyeglasses, hearing aids or similar body appurtenances not covered by Worker's compensation which are damaged, destroyed or lost as a result of an accident in the course of a teacher's employment, provided the loss is not caused by the negligence of the teacher.
  - 3. For the cost of repair or value, whichever is less, but in no event more than \$400.00 in the aggregate of
    - a. clothing and personal effects which are damaged or destroyed; or
    - b. instruction-related property which is stolen, as a result of or in connection with an accident in the course of a teacher's employment provided loss is not caused by the negligence of the teacher. Personal effects do not include automobiles or other vehicles.
- c. Transportation allowance shall be the amount authorized by the IRS as deductible for non-reimbursed travel expense per mile for authorized school business when the teacher uses his/her own car.

ARTICLE XV  
SCHOOL YEAR AND CALENDAR

- A. The calendars for the school year 2004-2005 and 2005-2006 shall be the calendars annexed hereto as Addendum A1 and A2.
- B. The Board shall prepare a calendar for each school year of the written agreement and shall submit same to the Association president no later than March 15 of each preceding year for suggestions and comments which shall be duly considered by the Board before adoption of the calendar.
- C. When necessary, teachers will be available at school for one evening a month, October through May, for conferences with parents. In the elementary schools, two such conferences may be rearranged to coincide with spring and/or fall parent-teacher conferences. At least two ½ conference days shall be scheduled for each conference period. An afternoon and an evening conference session must be separated by a minimum of one full instructional day.
- D. Each unit member shall provide an additional twenty (20) hours of after school work only on school calendar days each school year. Said time shall be scheduled by the administration in two (2) hour blocks of time no more than four (4) hours each month. (Said time will not be utilized in May and June.) The administration will preschedule these hours and announce the same at the beginning of each semester. During the 1999-2000 school year, the first semester announcement will be made no later than October 15, 1999. The aforesaid time will be utilized in staff development, staff mentoring, and professional meetings.

ARTICLE XVI  
PROFESSIONAL ASSOCIATION

- A. The Board will cause copies of this Agreement to be reproduced at its expense in sufficient quantity so that a copy may be distributed to each unit member covered by the Agreement.
- B. The President of the Association and the Chairman of the Professional Advancement Committee, if a secondary school teacher, shall have at least 40 minutes free each day, and if an elementary school teacher, he/she shall have an equivalent time free from noon time or before and after school assignments, to deal with Association business in addition to their aforementioned unassigned periods.
- C. The building representative shall have the right to schedule Association meetings in the school building before or after school or during school lunch periods, provided such meetings do not conflict with scheduled faculty or academic meetings or interfere with the normal and satisfactory operation of scheduled programs.



- D. The building representative shall be provided with reasonable time at all faculty meetings, if requested, to enable him/her to report on matters involving representation of teachers by the Association.
- E. The building representative shall be permitted to meet with teachers at times and places convenient to him/her, provided that such meetings can be scheduled without interfering with the regular academic program or with satisfactory operation of the school.
- F. The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards in each school building. The Association may make use of the inter-school mail service and teacher mail boxes for communications to teachers in accordance with present policy. Announcements of meetings may be listed in school activity bulletins. The public address system may be used solely for announcing the date, time and place of the meeting so long as such does not interfere with the instructional program.
- G. Upon approval of the Superintendent, the President of the Association or his/her designee may engage in Association activities directly relating to the Association's duties as representative of the teachers which cannot be performed other than during school hours, without loss of pay, as is necessary to perform any such activities.
- H. The President of the Association will be provided with a copy of all minutes of meetings of the Board of Education.
- I. Teachers may leave school to attend General Meetings of the Association immediately following the dismissal of students on those days when such meetings are scheduled.

## ARTICLE XVII GRIEVANCE PROCEDURE

- 1. DEFINITIONS:
  - a. Employee shall mean: i) a member of the negotiating unit, ii) a group of members of the negotiating unit, iii) the Association.
  - b. Grievance shall mean a complaint by an employee as defined herein: i) that there is a dispute as to the interpretation and/or construction of the collective bargaining agreement between the parties hereto, ii) that there has been unfair or inequitable treatment by reason of any act or condition which is contrary to, violating or misinterpreting policy or practice governing or affecting employees as defined herein.

2. BASIC STANDARDS AND PRINCIPLES:

- a. Each employee shall have the right to present his/her grievance according to the provisions contained herein, free from interference, coercion, restraint, discrimination, or reprisal.
- b. Beginning with Step 1, as described below, the employee shall have the right to a hearing at which he/she may appear in person and/or be represented and at which he/she may present oral and written statements.
- c. Copies of every written statement submitted at each stage shall be provided for each party to the grievance.
- d. The grievance procedure herein shall not be interpreted as limiting in any way the right of an individual to discuss informally with his/her supervisors any matter that is of concern to him/her or seeking the informal resolution of any grievance.

3. ADJUSTMENT OF GRIEVANCES:

Grievances shall be presented and adjusted in the following manner:

a. School Level (Step 1)

Any employee may, either orally or in writing, present a grievance to his/her principal within a reasonable time following the act or condition which is the basis of complaint.

The employee and the principal shall confer on the grievance with a view to arriving at a mutually satisfactory resolution of the complaint. At the conference an employee may appear personally or he/she may be represented by an Association representative.

Whenever a grievance presented to a Principal by the employee personally would involve the interpretation and/or construction of the terms of this Agreement, or would affect the working conditions or welfare of the employees of the bargaining unit - he/she shall give the Association the opportunity to be present and state the views of the Association.

The principal shall communicate his/her decision to the aggrieved employee and to the Association within five school days after receiving the complaint. When the grievance has been presented in writing, the decision shall be in writing.

b. Superintendent of Schools (Step 2)

If the grievance is not resolved at Step 1, the aggrieved employee or the Association may appeal from the decision of Step 1 to the Superintendent of Schools within ten school days after the decision of the principal has been received. The appeal shall be in writing, shall set forth the reasons for the appeal, and shall be accompanied by a copy of the decision at Step 1.

The Superintendent of Schools or his designated representative shall meet and confer with the aggrieved employee with a view to arriving at a mutually satisfactory resolution of the complaint. The aggrieved employee shall be given at least two school days notice of the conference and an opportunity to be heard. The employee may appear alone or he/she may be represented by the Association, in which event no more than three persons, excluding the grievant, shall appear on his/her behalf.

When the aggrieved employee is not represented by the Association at this step, the Superintendent of Schools shall furnish the Association with a copy of the appeal from Step 1 together with the notice of the date of the conference. In such cases, the Association may be present and state its views whenever the decision on the grievance would involve the construction and/or interpretation of the terms of this Agreement, or would affect the working conditions or welfare of the employees in the bargaining unit.

The Superintendent of Schools shall communicate his/her decision in writing together with the supporting reasons, to the aggrieved employee and/or Association within fifteen school days after receiving the appeal. The principal shall also receive a copy of the decision at this step.

c. Board of Education (Step 3)

If the grievance is not resolved at Step 2, the aggrieved employee may appeal from the decision of Step 2 to the Board of Education within ten school days after the decision of the Superintendent of Schools has been received. The appeal shall be in writing, shall set forth the reasons for the appeal, and shall be accompanied by a copy of the decision at Step 2.

The Board of Education, or by a committee thereof, shall meet and confer with the aggrieved employee with a view to arriving at a mutually satisfactory resolution of the grievance. The employee and the Association shall be given at least three school days notice of the conference and an opportunity to be heard. An employee may appear alone or he/she may be represented by the Association at this step. The Board of Education shall furnish the Association with a copy of the appeal from Step 2 together with the notice of the date of the conference.

In such cases, the Association may be present and state its views whenever the grievance would involve the application or interpretation of the terms of this Agreement, or would affect the working condition or welfare of the employees in the bargaining unit.

The Board of Education shall communicate its decision in writing, together with the supporting reasons, to the aggrieved employee and/or the Association within fifteen school days after receiving the appeal.

4. SPECIAL PROCEDURES FOR GRIEVANCE  
RELATING TO SALARY AND LEAVE MATTERS:

Any grievance relating to salary and leave matters shall be filed directly with the Superintendent of Schools and all procedures applicable to Step 2 shall be followed. The grievance shall be filed within a reasonable time following the act or condition which is the basis of this complaint.

5. SPECIAL TYPES OF GRIEVANCES OR COMPLAINTS:

- a. Grievances arising from the action of officials other than a principal may be initiated in writing directly with the Superintendent of Schools.
- b. Where a substantial number of employees in more than one school have a complaint arising from the action of authority other than a principal, the Association may initiate in writing a group grievance on their behalf.
- c. The Association has the right to initiate in writing or appeal a grievance involving a dispute as to the interpretation and/or construction of the Agreement. Such grievance shall be initiated with the Superintendent of Schools.

6. APPEARANCE AND REPRESENTATION:

Conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend. When such conferences are held during the working hours of employees whose attendance is required, such employees shall be excused without loss of pay for that purpose.

7. TIME LIMITS:

- a. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall not constitute a sustaining of the grievance but it shall permit the employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.
- b. The time limits specified in any step of this procedure may be extended, in any specific instance, by mutual agreement.

8. ARBITRATION:

A grievance dispute which was not resolved at Step 3 may be submitted by the employee and/or by the Association to an arbitrator for decision if it involves a dispute as to the interpretation and/or construction of the Agreement (including any Board Policy or Regulation expressly referred to therein).

A grievance may not be submitted to an arbitrator unless a decision has been rendered by the Board of Education under the Grievance Procedure, except in cases where, upon expiration of the fifteen day time limit for decision, the aggrieved employee or the Association filed notice with Board of Education of intention to submit the grievance to arbitration and no decision was issued by the Board of Education within twenty school days after receipt of such notice.

The employee may proceed personally or through the Association. Where the employee is not represented by the Association, the Association may submit its views to the Arbitrator.

The proceeding may be initiated by filing with the Board a demand for arbitration, or notice of intention to arbitrate. The notice shall be filed within ten (10) school days after receipt of the decision of the Board of Education under the Grievance Procedure, or, where no decision has been issued in the circumstances described above, three (3) days following the expiration of the twenty (20) day period provided above. The notice shall include a brief statement setting forth the issue to be decided by the arbitrator and the specific provision of the Agreement involved.

The parties shall herewith establish a panel of four (4) arbitrators who shall serve in rotating order. The Union shall promptly notify the scheduled arbitrator of service of the demand for arbitration and the need for a hearing. In the case of unavailability (i.e., the arbitrator cannot provide the parties with a hearing within sixty (60) calendar days of the date of service of the demand), the next scheduled arbitrator shall be used. In the event that none of the panel can provide service within sixty (60) calendar days, the arbitrator who can serve at the earliest date shall be used.

During June of each year of this Agreement, both parties shall meet and review the panel of arbitrators. The parties must mutually agree to the continuance or modification of the panel members. If mutual agreement is not reached by the close of the school year, then arbitrators from thenceforth shall be selected from a list supplied, in each case, by the American Arbitration Association.

The members of the panel of arbitrators for the first year of the Agreement shall be, in order:

1. Martin Scheinman
2. Bonnie Siber Weinstock
3. John Crotty
4. Rosemary Townley

The arbitrator shall issue his/her decision not later than thirty (30) days from the date of the closing of the hearings or, if oral hearings have been waived, then from the date of transmitting the final statements and proofs to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusions on the issues submitted. The arbitrator shall limit his/her decision strictly to the dispute as to the interpretation and/or construction of the provisions of the Agreement and he/she shall be without power or authority to make any decision.

1. Contrary to, inconsistent with, modifying or varying any way, the terms of the Agreement or of applicable law or rules or regulations having the force and effect of law;
2. Involving Board discretion or policy under the provisions of the Agreement except that he/she may decide in a particular case that the Board's interpretation or construction or policy was so arbitrary or capricious as to constitute an abuse of discretion.

The decision of the arbitrator will be accepted as final by the parties to the dispute and both will abide by it.

The arbitrator may recommend an appropriate remedy where he/she finds a violation of this Agreement.

The arbitrator's fee and expenses will be shared equally by the parties to the dispute.

The Board agrees that it will apply to all substantially similar situations the decision of an arbitrator sustaining a grievance and the Association agrees that it will not represent any employee in the grievance denied by the decision of an arbitrator.

Note: The parties, prior to execution of the contract, shall meet to select the four arbitrator panelists.

9. GENERAL PROVISIONS AS TO GRIEVANCES AND ARBITRATION:

The filing or pendency of any grievance under the provisions of this article shall in no way operate to impede, delay or interfere with the right of the Board to take the action complained of, subject, however, to the final decision on the grievance.

Nothing contained herein shall be construed to prevent any individual employee from presenting and processing a grievance through the procedures provided herein.

Nothing contained herein shall be construed to deny any employee any right granted under any applicable law or rules or regulations having the effect of law.

ARTICLE XVIII  
CURRICULUM DEVELOPMENT

Teachers shall be among the membership of any committee that is organized to consider or work on changes in curriculum in the Rockville Centre Union Free School District.

ARTICLE XIX  
PHILOSOPHY, ETHICS, ACADEMIC FREEDOM

- A. The Association and Board shall continue their efforts to implement the School District's statement of its philosophy of professional ethics, individual rights and responsibilities, academic freedom, and educational goals.
- B. In relation to the teaching of "controversial" subject matter, the Board and the teacher acknowledge:
  - 1. that the students have a right to know all sides of controversial matters;
  - 2. that such controversial subject matter be relevant to that class curriculum;
  - 3. that teachers maintain objectivity and accept the obligation to present all sides of controversial issues.

## ARTICLE XX HOME INSTRUCTION

The hourly wage for home instruction shall be \$31.02 for the 1998-99 school year, \$31.95 for the 1999-00 school year, \$32.99 for the 2000-01 school year, \$34.14 for the 2001-02 school year, \$35.42 for the 2002-03 school year, \$36.75 for the 2003-04 school year, \$38.04 for the 2004-05 school year and \$39.37 for the 2005-06 school year.

No teacher shall be required to stay in the home with a child on home instruction unless the parent or a person in authority is present. Should a parent or person in authority not be present when the teacher arrives, he/she may leave and he/she shall be compensated for one hour. He/she shall report the matter to the Social Worker.

## ARTICLE XXI DUES DEDUCTION

- A. The Board shall deduct from salaries of teachers who are members of the Association the dues required for membership therein and in such of its affiliated organizations as it may designate in writing and an equivalent amount therefor from the salaries of other teachers who may wish to pay dues to the Association and said affiliated organizations but choose not to be members of said organizations. All teachers who wish to have dues deducted from their salaries shall individually and voluntarily authorize the Board to make the deductions in writing on the following form.
- B. The Board agrees to deduct payment to the Nassau Educators Federal Credit Union.
- C. The Association agrees to save and hold harmless the Board from any and all losses, expenses, damages and costs and including attorney fees that may accrue as a result of the provisions contained above, by reason of any action, suit or proceeding before any administrative body or judicial or quasi-judicial body or before any arbitrator by any person covered by this Agreement or in his/her behalf involving or in any way relating to the implementation of the provision hereinabove set forth.
- D. The Association will provide the Board with a list of those employees who have voluntarily authorized the Board to deduct dues and premium payments pursuant to Section A above. The Association will notify the Board monthly of any changes in said list. Any teacher desiring to have the Board discontinue deductions he/she has previously authorized must notify the Board and the Association in writing by September 15 of each year for that school year's dues.
- E. The Board agrees that it will not accord dues deductions to any other organization representing employees in the unit covered by this contract.



- F. Dues shall be deducted in the first ten (10) checks following 30 days after the Association submission of its membership list.
- G. The School District agrees to deduct an agency fee from the salary of unit members, who are not members of the Association. Every non-member unit employee shall within 60 days of his or her initial employment, or within 30 days after the execution of this Agreement, whichever is later, pay to the Association an agency fee. The fee shall be certified by the Association to the District to be consistent with the requirements of law. The Association shall forward to the District a list of nonmembers and the sum of money to be deducted. Deductions shall be in equal dollar installments over the remainder of the school year. The District shall transmit all agency fees collected to the Association monthly.

#### PAYROLL DEDUCTION AUTHORIZATION

Social Security No.

Last Name

First

MI

District Name

Organization

To the Board of Education:

I hereby authorize you, according to arrangements agreed upon with the above organization, to deduct from my salary and transmit to said organization, dues as certified by said organization. I hereby waive all right and claim to said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all its officers from any liability therefor. I revoke any and all instruments heretofore made by me for such purposes. This authority shall remain in full force and effect for all purposes while I am employed in the school system, or until revoked by me on or before September 15th of any given year with respect to the dues for the coming year.

---

Member Signature

Date

## ARTICLE XXII INSURANCE BENEFITS

- A. The Board of Education shall provide health insurance coverage to unit members in accordance with terms set forth below. Regardless of the health plan provided, active employees will contribute 5% of the cost of the plan premium and retired employees will pay 10% of the cost of the plan premium. Effective July 1, 1995, active employees will contribute six (6%) percent (family or individual) of the cost of the plan premium. Effective July 1, 1996, active employees will contribute seven (7%) percent (family or individual) of the cost of the plan premium. Effective July 1, 1997, active employees will contribute eight (8%) percent (family or individual) of the plan premium. Retired employees whose gross income falls below that income that would make them eligible for the senior citizen property tax exemption as established by Nassau County will be exempt from paying the 10% cost of the plan premium.

Effective July 1, 2003, health insurance coverage shall be extended to include the family plan for domestic partners. To be eligible, domestic partners shall meet the criteria established by the current plan provided under the New York State Governmental Employees Health Care Program or such successor plan as is available to the District employees. This optional coverage will be extended to all employees and retirees currently eligible for health insurance as defined in this Agreement, and during their retirement.

The Rockville Centre Teachers' Association will agree to allow the Administration to pursue alternative health insurance programs under the following conditions:

1. Teacher representation, exclusive of principals, assistant principals, deans, etc., on benefit committees and all other administrative committees must be equal to administration representation. Votes of any trust committee or benefit committee must be by two-thirds majority.
2. Any plan considered by the district must have benefits equivalent to the Empire Plan as it exists on September 1, 1991.
3. The Teachers' Association reserves the right to independent analysis of any other health plans and they must be presented to the Teachers' Association for analysis and approval in advance of implementation.
4. The administration agrees to continue to provide health insurance coverage for retirees in the same program as is provided for active employees. The District agrees to acknowledge the Rockville Centre Teachers' Association as the agent for the retirees with regard to any disputes, complaints, controversies or grievances that arise in violation of this health insurance provision other than disputes over benefit structure.

5. Active unit members shall have the option to withdraw from the health insurance program. Active unit members who exercise this option must notify the District in writing by August 1 and shall receive in the last paycheck in June a lump sum payment equal to 50% of the premium the District would have paid on their behalf.
- B. Tax-sheltered annuities shall continue to be available to staff members, as heretofore stated, by resolution of the Board except that said resolution may be amended limiting participation to the companies currently being used. New staff members, however, may continue with an annuity previously contracted elsewhere.
- C. Effective July 1, 1991, a Benefit Fund will be established and administered by the Association for the purpose of providing benefits for members of the bargaining unit. The Board of Education shall contribute the sum of \$200,000 in the 1998-1999 school year. The Board shall contribute the sum of \$206,000 in the 1999-2000 school year, \$212,695 in the 2000-2001 school year, \$220,139 in the 2001-2002 school year, \$228,394 in the 2002-2003 school year, \$236,959 in the 2003-2004 school year, \$245,253 in the 2004-2005 school year and \$253,837 in the 2005-2006 school year.

Payment by the School District to the Benefit Fund shall be made on or about July 1st, but no later than July 31st, of each year. The Benefit Fund shall be operated and administered in a responsible and equitable manner with appropriate provision for verification of claims. At its sole option, the school district may audit the Benefit Fund's records relating to the verification and payment of claims.

### ARTICLE XXIII SALARY

- A. 1. A new salary schedule, annexed hereto as Addendum B1, shall be established effective July 1, 1998. The aforesaid salary schedule shall be for the period from July 1, 1998 to June 30, 1999.
  - a. All unit members employed on July 1, 1998, shall be placed on the corresponding column of Addendum B1 and the next numbered step from their placement on the salary matrix in effect on June 30, 1998.
  - b. Those unit members employed on July 1, 1998 whose salary on June 30, 1998 exceeds the top step of Addendum B1 shall remain off schedule and shall receive a \$2,000 wage increase. Those current incumbents who are active employees on September 10, 1999 placed on Step Two (2) shall receive a wage increase of at least \$1,500. Those current incumbents who are active employees on September 10, 1999 placed on Step Three (3) and above shall receive a wage increase of at least \$2,000.

- c. It is understood that the foregoing references to "current incumbents" and/or "active employees" shall not be construed to limit retroactive payment of the wage increases set forth in Paragraph (b) above, to employees who have retired.
- B.
  - 1. A new salary schedule, annexed hereto as Addendum B2, shall be established effective July 1, 1998. The aforesaid salary schedule shall be for the period from July 1, 1998 to June 30, 1999.
  - 2. All current unit members hired on or after September 10, 1999 and who are active employees on the aforesaid date shall be placed on Addendum B2.
- C.
  - 1. The salary schedules for the period from July 1, 1999 to June 30, 2000 are annexed hereto as Addendums C1, C2, D1 and D2.
  - 2. Effective July 1, 1999, a wage increase of 1.5% shall be applied to Addendum B1. (The resulting salary schedule is annexed hereto as Addendum C1).
  - 3. Effective February 1, 2000, a wage increase of 1.5% shall be applied to Addendum B2. The aforesaid wage increase shall be in addition to the 1.5% percent wage increase applied on July 1, 1999. (The resulting salary schedule is annexed hereto as Addendum C2).
  - 4. Effective July 1, 1999, a wage increase of 1.5% shall be applied to Addendum C1. (The resulting salary schedule is annexed hereto as Addendum D1).
  - 5. Effective February 1, 2000, a wage increase of 1.5% shall be applied to Addendum C2. The aforesaid wage increase shall be in addition to the 1.5% percent wage increase applied on July 1, 1999. (The resulting salary schedule is annexed hereto as Addendum D2).
  - 6. Step increment shall be granted to current incumbents who are active employees on September 10, 1999 and who are on the schedules effective July 1, 1999.
  - 7. "Off-schedule" current unit members who are active employees on September 10, 1999 shall be granted a 1.5% wage increase effective July 1, 1999. Effective February 1, 2000, the aforesaid unit members shall be granted a 1.5% wage increase.
- D.
  - 1. The salary schedules for the period from July 1, 2000 to June 30, 2001 are annexed hereto as Addendums E1 and E2.

2. Effective July 1, 2000, a wage increase of 3.25% shall be applied to Addendum D1. (The resulting salary schedule is annexed hereto as Addendum E1).
  3. Effective July 1, 2000, a wage increase of 3.25% shall be applied to Addendum D2. (The resulting salary schedule is annexed hereto as Addendum E2).
  4. Step increment shall be granted to incumbents who are on the schedules effective July 1, 2000.
  5. "Off-schedule" unit members shall be granted a 3.25% wage increase effective July 1, 2000.
- E.
1. The salary schedules for the period from July 1, 2001 to June 30, 2002 are annexed hereto as Addendums F1 and F2.
  2. Effective July 1, 2001, a wage increase of 3.5% shall be applied to Addendum E1. (The resulting salary schedule is annexed hereto as Addendum F1).
  3. Effective July 1, 2001, a wage increase of 3.5% shall be applied to Addendum E2. (The resulting salary schedule is annexed hereto as Addendum F2).
  4. Step-increment shall be granted to incumbents who are on the schedules effective July 1, 2001.
  5. "Off-schedule" unit members shall be granted a 3.5% wage increase effective July 1, 2001.
- F.
1. The salary schedules for the period from July 1, 2002 to June 30, 2003 are annexed hereto as Addendums G1 and G2.
  2. Effective July 1, 2002, a wage increase of 3.75% shall be applied to Addendum F1. (The resulting salary schedule is annexed hereto as Addendum G1).
  3. Effective July 1, 2002, a wage increase of 3.75% shall be applied to Addendum F2. (The resulting salary schedule is annexed hereto as Addendum G2).
  4. Step-increment shall be granted to incumbents who are on the schedules effective July 1, 2002.
  5. "Off-schedule" unit members shall be granted a 3.75% wage increase

effective July 1, 2002.

- G.
  - 1. The salary schedules for the period from July 1, 2003 to June 30, 2004 are annexed hereto as Addendums H1 and H2.
  - 2. Effective July 1, 2003, a wage increase of 3.75% shall be applied to Addendum G1. (The resulting salary schedule is annexed hereto as Addendum H1).
  - 3. Effective July 1, 2003, a wage increase of 3.75% shall be applied to Addendum G2. (The resulting salary schedule is annexed hereto as Addendum H2).
  - 4. Step-increment shall be granted to incumbents who are on the schedules effective July 1, 2003.
  - 5. "Off-schedule" unit members shall be granted a 3.75% wage increase effective July 1, 2003.
- H.
  - 1. The salary schedules for the period from July 1, 2004 to June 30, 2005 are annexed hereto as Addendums I1 and I2.
  - 2. Effective July 1, 2004, a wage increase of 3.5% shall be applied to Addendum H1. (The resulting salary schedule is annexed hereto as Addendum I1).
  - 3. Effective July 1, 2004, a wage increase of 3.5% shall be applied to Addendum H2. (The resulting salary schedule is annexed hereto as Addendum I2).
  - 4. Step-increment shall be granted to incumbents who are on the schedules effective July 1, 2004.
  - 5. "Off-schedule" unit members shall be granted a 3.5% wage increase effective July 1, 2004.
- I.
  - 1. The salary schedules for the period from July 1, 2005 to June 30, 2006 are annexed hereto as Addendums J1 and J2.
  - 2. Effective July 1, 2005, a wage increase of 3.5% shall be applied to Addendum I1. (The resulting salary schedule is annexed hereto as Addendum J1).
  - 3. Effective July 1, 2005, a wage increase of 3.5% shall be applied to Addendum I2. (The resulting salary schedule is annexed hereto as

Addendum J2).

4. Step-increment shall be granted to incumbents who are on the schedules effective July 1, 2005.
  5. "Off-schedule" unit members shall be granted a 3.5% wage increase effective July 1, 2005.
- J. The step increment system shall remain in effect and shall not sunset.
- K. Salary shall be paid bi-weekly.
- L. For teachers hired on or after July 1, 1988, the salary schedule will include the following lanes: BA, BA + 15, MA, MA + 15, MA + 30, MA + 45, MA + 60, Ph.D./Ed.D.
- M. It is agreed that BA + 30, BA + 45 and BA + 60 will only be retained for teachers in the active employment of the Rockville Centre Public Schools as of June 30, 1988.

ARTICLE XXIV  
ADDITIONAL COMPENSATION FOR DEPARTMENT  
CHAIRPERSONS AND OTHERS

- A. Department chairpersons for the Middle and High Schools:

In all departments, a Department Chairperson may be appointed annually by the Board of Education upon the recommendation to the Superintendent. The specific duties of the Department Chairperson will be assigned by the Principal in accordance with established Superintendent's regulation. The District may require a Department Chairperson to attend work on any day between September 1st and June 30th when teachers are not required to work. In such event, the Department Chairperson shall be paid 1/210th per diem stipend for each day of additional work.

Compensation and suggested teaching load will be made according to the following schedule:

<u>Number of Teachers Department</u>	<u>*Compensation</u>	<u>Possible Adjustment to Teaching Load</u>
2	5.0	No adjustment
3	5.9	" "
4	7.0	" "
5	7.9	Assign 4 teaching periods
6	9.1	Assign 4 teaching periods
7	10.0	Assign 4 teaching periods
8	11.1	Assign 4 teaching periods
9-10	12.0	Assign 3 teaching periods
11-12	13.0	Assign 3 teaching periods
13-14	14.0	Assign 3 teaching periods
15-16	15.0	Assign 3 teaching periods
17-18	16.0	Assign 3 teaching periods
19 or more	17.0	Assign 3 teaching periods

- \* The percentage set forth above (from 5.0% to 17.0%) shall be applied to Step 7 of the individual chairperson's preparation level column on the Teachers' Salary Schedule (computed pursuant to Article XXIII).

In calculating course instructional load for teachers, advance placement courses or courses taught to slower students will not carry bonus credit.

Sixth grade teachers shall be under the jurisdiction of a Department Chairperson. Department Chairpersons shall perform their Article VI duties with respect to observation of sixth grade teachers in the same manner as they currently perform them for grade seven and eight teachers.

- B. The Chief Psychologist's salary shall be equal to 112% of the salary payable to him/her for his/her corresponding placement on the teachers' salary schedule. His/her working day shall be at least as long as that of the teachers' working day and, in addition thereto, he/she shall be required to work for 5 consecutive work days before and 5 consecutive work days after the teachers' school year.
- C. Special Services teachers in the elementary school shall receive \$1,450 in addition to their base salary.
- D. Guidance Counselors:
  - 1. Individuals employed as guidance counselors prior to July 1, 1976 shall work 10 additional days beyond the teachers' year (5 days before school opens and 5 days after school closes) and ½ hour beyond the teachers' in-school work day four days per week, in the counselor's respective school.



2. Individuals employed as guidance counselors on or after July 1, 1976 shall have a work year from September 1 through June 30. In the event such an individual works in July and August he/she shall be paid 1/200 per day, unless the principal and counselor agree to exchange days which ordinarily would have been worked in the September 1 through June 30 time period. If the building principal requests a counselor to work any days in July or August, such request shall, if possible, be made known to the counselor by June 15.
3. For each year of this Agreement, counselors employed prior to July 1, 1976 shall receive a 5% increase over the stipend paid to them in 1984-85.
4. For each year of this agreement, an individual employed as a guidance counselor on or after July 1, 1976 shall receive a stipend of \$2,500.00. The foregoing stipend shall be increased to \$2585 for the 1998-99 school year, \$2663 for the 1999-00 school year, \$2749 for the 2000-01 school year, \$2845 for the 2001-02 school year, \$2952 for the 2002-03 school year, \$3063 for the 2003-04 school year, \$3170 for the 2004-05 school year and \$3281 for the 2005-06 school year.

#### ARTICLE XXV ATHLETIC COACHING

Compensation for Athletic Coaching shall be set forth in Addendum K.

#### ARTICLE XXVI EXTRA-CURRICULAR and CO-CURRICULAR ASSIGNMENTS

Compensation for Extra-Curricular and Co-Curricular Assignments shall be as set forth in Addendum L.

The nature of teaching is such that it is difficult to define precisely what should be expected as a part of a teacher's overall responsibility, or normal load. It is generally agreed, however, that, in addition to teaching certain classes (with necessary preparation, follow-up, individual help and parent consultation), the teacher should also assist in supervision of study halls, homerooms and the like; attend teachers' meetings; participate in public relations activities such as the PTA; and have some responsibility for student extra-curricular activities.

It is recognized that some teachers carry a larger share of extra-curricular assignments. In such instances moderate additional compensation is justifiable.

The Board of Education has adopted a schedule of such compensation. In applying it the

following principles shall be observed:

1. It is assumed that each teacher's normal load is determined by the principal and may include among other duties supervision of student extra-curricular activity during the teacher's school day.
2. The amount of compensation shall not exceed the maximum listed for the activity. If a teacher is assigned less than normal load to offset extracurricular assignments, the scheduled compensation should be reduced. The compensation should also be reduced if the scope of the activity diminishes significantly. Such reduction shall be made if approved by principal and Superintendent.
3. Assignments of teachers to extra-curricular activities shall be made by the principals. Coaching assignments shall be based upon recommendations of the Athletic Director. Principals shall report teacher assignments to the Superintendent, who is empowered to approve payments in accordance with the schedules. The parties may within the life of the contract adjust compensation for extra-curricular services, as required except that the total cost of the extra-curricular program shall not be changed without Board of Education approval. This shall not require either party to negotiate such changes during the life of the Agreement.
4. The schedule will be reviewed from time to time by the Board of Education to determine whether modifications should be made.
5. If members of our staff do not volunteer to sponsor the listed extra-curricular activities and if, when the Teachers' Association is notified it is unable to provide adequate coverage, the Board reserves the right to employ personnel as needed.

A committee composed of three (3) appointees of the Union President and three (3) appointees of the Superintendent of Schools shall be established. The Committee shall work cooperatively to study extra-curricular, coaching and co-curricular compensation. The Committee shall issue its report on or before June 1, 2000.

#### ARTICLE XXVII TERMINAL PAY ALLOWANCE

1. A teacher who shall give to the Board a written statement of intention to retire under the New York State Teachers' Retirement System 2½ months in advance of such retirement shall be entitled to receive a Terminal Pay Allowance amounting to \$50 per day for each of the first fifty (50) unused days for personal illness accumulated, \$60 per day for each of the 51st to 200th unused days for personal illness accumulated and \$75 per day for each of the unused days for personal illness accumulated over 200.

Effective July 1, 2003, teachers, in order to be eligible for all benefits available to retiring employees under the contract, will notify the School District of his/her intent to retire three and one half (3½) months prior to such date. The Board of Education agrees to act on these letters of intent to retire not earlier than two and one half (2½) months prior to the date of the employee's intended retirement."

- a. Such teacher shall have, upon the effective date of retirement, completed at least 10 years of service in the School District, and
  - b. Such unused days shall have been accumulated solely in the School District and shall comprise (a) at least 80 days, if the period of service is between 10 and 19 years; and (b) at least 100 days if the period of service is 20 years or more or at least 100 days for 3 consecutive years within five years next preceding the effective date of retirement.
2. A teacher shall not be eligible for the allowance set forth
  - a. If a teacher has taken a sabbatical leave and such teacher has failed to serve one full year thereafter and prior to the effective date of retirement, or
  - b. The teacher has been discharged pursuant to Section 3012 et seq., of the Education Law or the teacher has resigned at the request of the School District in order to avoid charges being filed under any of the foregoing sections of the Education Law.
3. The allowance paid to the teacher, pursuant to Para. "A", shall be paid in one lump sum within 30 days following the effective date of retirement. The said payment, however, shall not constitute part of the teacher's salary for the purpose of computing benefits payable under the Teachers' Retirement System.
4. If the teacher shall die after notice is given to the Board, but before his/her actual retirement, then the allowance provided for hereinabove shall be paid to the teacher's beneficiary, if written designation thereof shall have been filed with the School District upon forms furnished by the School District, otherwise, such payment shall be made to the personal representative of the teacher.

ARTICLE XXVIII  
TEACHING ASSISTANTS

A. Salary Schedule:

1. The salary schedules for teaching assistants for the 1998-99, 1999-00, 2000-01, 2001-02, 2002-03, 2003-04, 2004-05 and 2005-06 school years are attached hereto as Addendum M.
2. Current unit members shall be placed on the 1998-99 salary schedule according to their length of service as of July 1, 1998.
3. Teaching assistants shall receive step increment for each year of this Agreement.
4. The foregoing step increment system shall remain in effect and shall not sunset.

B. Service Bonus: Those current teaching assistants on staff as of September 10, 1999, who were employed on the dates indicated shall be granted a "one-time" service bonus in the amount indicated:

School Year Employed	Amount of Bonus
1995-1996	\$1,200
1996-1997	\$ 800
1997-1998	\$ 400

- C. Sick Leave and Personal Leave: Teaching assistants shall be granted one (1) personal leave day and four (4) sick days each school year. Personal leave shall not be accumulated. Sick days may be accumulated up to a maximum of fifty (50) days.
- D. Effective July 1, 2002 a new Step 8 shall be added to the salary schedule for teaching assistants at the rate set forth in the attached Addendum M.
- E. Effective July 1, 2003 a new Step 9 shall be added to the salary schedule for teaching assistants at the rate set forth in the attached Addendum M.

- F. Effective July 1, 2004 a new Step 10 shall be added to the salary schedule for teaching assistants at the rate set forth in the attached Addendum M.
- G. Effective July 1, 2005 a new Step 11 shall be added to the salary schedule for teaching assistants at the rate set forth in the attached Addendum M.

H. Applicable Contract Provisions:

Article I	Recognition
Article IV A	Conferences
Article VI E	Personnel File
Article VII A & B	Promotions
Article IX	Physical Examination of School Personnel
Article X F 2	Jury Duty
Article XI	Extended Leaves of Absence (tenured teaching assistants only)
Article XIII	Student Discipline and Personal Protection
Article XIV	Property Protection
Article XV	School Year and Calendar
Article XVI	Professional Association
Article XVII	Grievance Procedure
Article XIX	Philosophy, Ethics, Academic Freedom
Article XX	Home Instruction
Article XXI	Dues Deduction
Article XXV	Athletic Coaching
Article XXVI	Extra-Curricular and Co-Curricular Assignments
Article XXIX	Conformity to Law Saving Clause
Article XXX	Statutory Notice

# ARTICLE XXIX CONFORMITY TO LAW SAVING CLAUSE

- A. If any provision of this Agreement is or shall at any time be contrary to law, as determined by a body having competent jurisdiction, then such provision shall not be applicable or performed or enforced except to the extent permitted by law.
- B. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in full force and effect.
- C. This Agreement shall supersede any existing Board policy, instruction or direction where the same is in conflict with any provisions of this Agreement and to that extent, the provisions of this Agreement shall be controlling.

ARTICLE XXX  
STATUTORY NOTICE

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREOF, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XXXI  
TERMS OF AGREEMENT

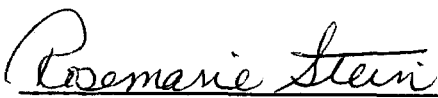
- A. This Agreement shall be effective as of July 1, 1998 and shall continue in effect until June 30, 2006. This Agreement shall not be extended orally.
- B. The parties will commence negotiations in good faith for a successor labor agreement to this agreement on or before June 30, 2005.

IN WITNESS WHEREOF, the Board and the Association have executed this Agreement by their duly authorized officers.

Dated:

 2/6/07

Meg Koch, President  
Rockville Centre Board of Education



Rosemarie Stein, President  
The Rockville Centre Teachers' Association

# ADDENDUM A1

## ROCKVILLE CENTRE SCHOOL DISTRICT CALENDAR 2004-2005 SCHOOL YEAR

JULY						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
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25	26	27	28	29	30	31

AUGUST						
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SEPTEMBER						
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OCTOBER						
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31						

NOVEMBER						
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28	29	30				

DECEMBER						
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JANUARY						
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30	31					

FEBRUARY						
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27	28					

MARCH						
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APRIL						
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MAY						
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JUNE						
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26	27	28	29	30		

Sept 6	Mon	Labor Day
Sept 7	Tues	First Full Day for Staff & Students
Sept 16/17	Thurs/Fri	Rosh Hashanah
Oct 11	Mon	Columbus Day
Nov 2	Tues	Supt. Conference Day/ Schools Closed for Students
Nov 11	Thurs	Veterans Day
Nov 25/26	Thurs/Fri	Thanksgiving Recess
Dec 24	Fri	Holiday Recess
Jan 3	Mon	Schools Reopen
Jan 17	Mon	Martin Luther King Jr's Birthday
Feb 21	Mon	Mid Winter Recess Begins
Feb 28	Mon	Schools Reopen
March 24	Thurs	Easter Recess
March 29	Tues	Schools Reopen
April 22	Fri	Passover Recess
April 27	Wed	Schools Reopen
May 30	Mon	Memorial Day
June 24	Fri	Last Day of Instruction

**TOTAL SCHOOL DAYS IN SESSION = 183**  
**TOTAL CONFERENCE DAYS = 1**  
**TOTAL DAYS = 184**

○ Superintendent's Conference Day - Schools Closed for Students  
 ■ Schools Closed

Adopted 1/20/04



# ADDENDUM A2

## ROCKVILLE CENTRE SCHOOL DISTRICT CALENDAR 2005-2006 SCHOOL YEAR

S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Sept 1	Thurs	First Full Day for Staff & Students
Sept 5	Mon	Labor Day
Oct 4/5	Tues/Wed	Rosh Hashanah
Oct 10	Mon	Columbus Day
Oct 13	Thurs	Yom Kippur
Nov 8	Tues	Superint's. Conference Day
Nov 11	Fri	Schools Closed for Students Veterans Day
Nov 24/25	Thurs/Fri	Thanksgiving Recess
Dec 26	Mon	Holiday Recess Begins
Jan 3	Tues	Schools Reopen
Jan 16	Mon	MLK Birthday
Feb 20	Mon	Mid Winter Recess Begins
Feb 27	Mon	Schools Reopen
April 13	Thurs	Easter/Passover Recess Begins
April 24	Mon	Schools Reopen
May 29	Mon	Memorial Day
June 23	Fri	Last Day of Instruction

TOTAL SCHOOL DAYS IN SESSION = 183  
TOTAL CONFERENCE DAYS = 1  
TOTAL DAYS = 184



- Superintendent's Conference Day - Schools Closed for Students
- Schools Closed

Adopted: 1/25/05



**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT  
ROCKVILLE CENTRE, NEW YORK**

Revised  
5/3/04

**RELIGIOUS OBSERVANCE CALENDAR – 2004/05**

July	27	Tisha B'av
August	15	Feast of the Assumption/Dormition +
August	28	Feast of the Dormition ++
September	16/17	Rosh Hashanah (Jewish New Year)
September	25	Yom Kippur (Day of Atonement)
September/October	30/1	First Days of Succoth (Feast of Tabernacles)
October	7/8	Last Days of Succoth
November	1	Feast of All Saints
December	8	Feast of the Immaculate Conception
December	25	Christmas +
January	1	Feast of the Circumcision and New Year +
January	6	Feast of the Epiphany +
January	7	Christmas ++
January	19	Feast of the Epiphany ++
February	9	Ash Wednesday
March	24	Holy Thursday
March	25	Good Friday
March	25	Annunciation Day +
March	25	Purim
March	27	Easter Sunday
April	7	Annunciation Day ++
April	24/25	First Days of Passover
April	28	Holy Thursday + ++
April	29	Good Friday + ++
May	1	Easter Sunday + ++
April/May	30/1	Last Days of Passover
May	5	Ascension Day
June	9	Ascension Day + ++
June	13/14	Shavuot

+ New Calendar Eastern Orthodox Churches and New Calendar Eastern Roman Catholic Churches

++ Old Calendar Eastern Orthodox Churches and Old Calendar Eastern Rite Roman Catholic Churches

***The Board of Education has recognized the above days of religious observance whenever they may fall on a day when school is in session. With the exception of December 25 and January 1, these days are not legal holidays. Attendance registers should be maintained as on other days of session.***

***Note: All Jewish religious holidays listed on the calendar actually begin at sundown on the day before the listed date. If possible, school activities should not be scheduled on the evening prior to a Jewish religious holiday.***

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT  
ROCKVILLE CENTRE, NEW YORK**

**RELIGIOUS OBSERVANCE CALENDAR – 2005/06**

August	14	Tisha B'av
August	15	Feast of the Assumption/Dormition +
August	28	Feast of the Dormition ++
October	4/5	Rosh Hashanah (Jewish New Year)
October	13	Yom Kippur (Day of Atonement)
October	18/19	First Days of Succoth (Feast of Tabernacles)
October	25/26	Simchat Torah
November	1	Feast of All Saints
December	8	Feast of the Immaculate Conception
December	25	Christmas +
January	1	Feast of the Circumcision and New Year +
January	6	Feast of the Epiphany +
January	7	Christmas ++
January	19	Feast of the Epiphany ++
March	1	Ash Wednesday
March	14	Purim
March	25	Annunciation Day +
April	7	Annunciation Day ++
April	13	Holy Thursday
April	13/14	First Days of Passover
April	14	Good Friday
April	16	Easter Sunday
April	19/20	Last Days of Passover
April	20	Holy Thursday + ++
April	21	Good Friday + ++
April	23	Easter Sunday + ++
May	25	Ascension Thursday
June	1	Ascension Thursday + ++
June	2/3	Shavuot

+ New Calendar Eastern Orthodox Churches and New Calendar Eastern Roman Catholic Churches

++ Old Calendar Eastern Orthodox Churches and Old Calendar Eastern Rite Roman Catholic Churches

***The Board of Education has recognized the above days of religious observance whenever they may fall on a day when school is in session. With the exception of December 25 and January 1, these days are not legal holidays. Attendance registers should be maintained as on other days of session.***

***Note: All Jewish religious holidays listed on the calendar actually begin at sundown on the day before the listed date. If possible, school activities should not be scheduled on the evening prior to a Jewish religious holiday.***

**ADDENDUM B1**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**New Base Contract for 1998/99**  
**Effective as of July 1, 1998**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	37,274	38,168	40,342	41,722	44,503	44,503	44,768	46,336	48,033	49,710	50,785
2	40,571	42,225	43,880	45,534	47,189	47,189	48,843	50,497	52,152	53,806	55,461
3	41,502	43,156	44,810	46,465	48,119	48,119	49,774	51,428	53,082	54,737	56,495
4	43,363	45,017	46,672	48,326	49,980	49,980	51,635	53,289	54,944	56,598	58,563
5	45,224	46,878	48,533	50,187	51,842	51,842	53,496	55,150	56,805	58,459	61,831
6	47,085	48,740	50,394	52,048	53,703	53,703	55,357	57,012	58,666	60,320	62,699
7	48,946	50,601	52,255	53,910	55,564	55,564	57,218	58,873	60,527	62,182	64,767
8	50,808	52,462	54,116	55,771	57,425	57,425	59,080	60,734	62,388	64,043	66,835
9	52,669	54,323	55,978	57,632	59,286	59,286	60,941	62,595	64,250	65,904	68,903
10	54,530	56,184	57,839	59,493	61,148	61,148	62,802	64,456	66,111	67,765	70,971
11	56,391	58,046	59,700	61,354	63,009	63,009	64,663	66,318	67,972	69,626	73,039
12	58,252	59,907	61,561	63,216	64,870	64,870	66,524	68,179	69,833	71,488	75,210
13	60,114	61,768	63,422	65,077	66,731	66,731	68,386	70,040	71,694	73,349	76,761
14	61,975	63,629	65,284	66,938	68,592	68,592	70,247	71,901	73,556	75,210	78,312
15	63,836	65,490	67,145	68,799	70,454	70,454	72,008	73,762	75,417	77,071	79,863
16	65,697	67,352	69,006	70,660	72,315	72,315	73,969	75,624	77,278	78,932	80,897
17	67,558	69,213	70,667	72,522	74,176	74,176	75,830	77,485	79,139	80,794	81,931
18	69,420	71,074	72,728	74,383	76,037	76,037	77,692	79,346	81,000	82,655	83,999
19	70,195	71,850	73,504	75,158	76,813	76,813	78,467	80,122	81,776	83,430	84,798
20	70,971	72,625	74,279	75,934	77,588	77,588	79,243	80,897	82,551	84,206	85,598
21	71,746	73,401	75,055	76,709	78,364	78,364	80,018	81,673	83,327	84,981	86,397
22	72,522	74,176	75,830	77,485	79,139	79,139	80,794	82,448	84,102	85,757	87,196
23	73,297	74,952	76,606	78,260	79,915	79,915	81,569	83,224	84,878	86,532	88,000

**ADDENDUM B2**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**New Base Contract for 1998/99**  
**New Employees (after 9/10/99)**  
**Effective as of July 1, 1998**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	37,274	38,168	N/A	N/A	N/A	44,503	44,768	46,336	48,033	49,710	50,785
2	38,911	39,840	N/A	N/A	N/A	46,113	46,441	48,013	49,709	51,384	52,477
3	40,549	41,512	N/A	N/A	N/A	47,723	48,114	49,690	51,384	53,058	54,168
4	42,187	43,184	N/A	N/A	N/A	49,333	49,787	51,367	53,059	54,732	55,860
5	43,825	44,856	N/A	N/A	N/A	50,943	51,460	53,044	54,734	56,406	57,551
6	45,463	46,528	N/A	N/A	N/A	52,553	53,133	54,721	56,409	58,080	59,243
7	47,101	48,200	N/A	N/A	N/A	54,163	54,806	56,398	58,084	59,754	60,935
8	48,739	49,872	N/A	N/A	N/A	55,773	56,479	58,076	59,759	61,428	62,626
9	50,376	51,544	N/A	N/A	N/A	57,383	58,152	59,753	61,434	63,102	64,318
10	52,014	53,216	N/A	N/A	N/A	58,993	59,825	61,430	63,109	64,776	66,010
11	53,652	54,888	N/A	N/A	N/A	60,603	61,498	63,107	64,784	66,450	67,701
12	55,290	56,560	N/A	N/A	N/A	62,213	63,171	64,784	66,459	68,124	69,393
13	56,928	58,232	N/A	N/A	N/A	63,823	64,844	66,461	68,134	69,798	71,084
14	58,566	59,904	N/A	N/A	N/A	65,433	66,517	68,139	69,809	71,472	72,776
15	60,204	61,576	N/A	N/A	N/A	67,042	68,190	69,816	71,485	73,146	74,468
16	61,841	63,248	N/A	N/A	N/A	68,652	69,863	71,493	73,160	74,820	76,159
17	63,479	64,920	N/A	N/A	N/A	70,262	71,536	73,170	74,835	76,494	77,851
18	65,117	66,592	N/A	N/A	N/A	71,872	73,209	74,847	76,510	78,168	79,543
19	66,755	68,264	N/A	N/A	N/A	73,482	74,882	76,524	78,185	79,842	81,234
20	68,393	69,936	N/A	N/A	N/A	75,092	76,555	78,201	79,860	81,516	82,926
21	70,031	71,608	N/A	N/A	N/A	76,702	78,228	79,879	81,535	83,190	84,617
22	71,669	73,280	N/A	N/A	N/A	78,312	79,901	81,556	83,210	84,865	86,309
23	73,297	74,952	N/A	N/A	N/A	79,915	81,569	83,224	84,878	86,532	88,000

**ADDENDUM C1**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 1999/00**  
**Effective as of July 1, 1999**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	37,833	38,741	40,947	42,348	45,171	45,171	45,440	47,031	48,753	50,456	51,547
2	41,180	42,858	44,538	46,217	47,897	47,897	49,576	51,254	52,934	54,613	56,293
3	42,125	43,803	45,482	47,162	48,841	48,841	50,521	52,199	53,878	55,558	57,342
4	44,013	45,692	47,372	49,051	50,730	50,730	52,410	54,088	55,768	57,447	59,441
5	45,902	47,581	49,261	50,940	52,620	52,620	54,298	55,977	57,657	59,336	62,758
6	47,791	49,471	51,150	52,829	54,509	54,509	56,187	57,867	59,546	61,225	63,639
7	49,680	51,360	53,039	54,719	56,397	56,397	58,076	59,756	61,435	63,115	65,739
8	51,570	53,249	54,928	56,608	58,286	58,286	59,966	61,645	63,324	65,004	67,838
9	53,459	55,138	56,818	58,496	60,175	60,175	61,855	63,534	65,214	66,893	69,937
10	55,348	57,027	58,707	60,385	62,065	62,065	63,744	65,423	67,103	68,781	72,036
11	57,237	58,917	60,596	62,274	63,954	63,954	65,633	67,313	68,992	70,670	74,135
12	59,126	60,806	62,484	64,164	65,843	65,843	67,522	69,202	70,880	72,560	76,338
13	61,016	62,695	64,373	66,053	67,732	67,732	69,412	71,091	72,769	74,449	77,912
14	62,905	64,583	66,263	67,942	69,621	69,621	71,301	72,980	74,659	76,338	79,487
15	64,794	66,472	68,152	69,831	71,511	71,511	73,088	74,868	76,548	78,227	81,061
16	66,682	68,362	70,041	71,720	73,400	73,400	75,079	76,758	78,437	80,116	82,110
17	68,571	70,251	71,930	73,610	75,289	75,289	76,967	78,647	80,326	82,006	83,160
18	70,461	72,140	73,819	75,499	77,178	77,178	78,857	80,536	82,215	83,895	85,259
19	71,248	72,928	74,607	76,285	77,965	77,965	79,644	81,324	83,003	84,681	86,070
20	72,036	73,714	75,393	77,073	78,752	78,752	80,432	82,110	83,789	85,469	86,882
21	72,822	74,502	76,181	77,860	79,539	79,539	81,218	82,898	84,577	86,256	87,693
22	73,610	75,289	76,967	78,647	80,326	80,326	82,006	83,685	85,364	87,043	88,504
23	74,396	76,076	77,755	79,434	81,114	81,114	82,793	84,472	86,151	87,830	89,320

**ADDENDUM C2**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 1999/00**  
**New Employees (after 9/10/99)**  
**Effective as of July 1, 1999**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	37,833	38,741	N/A	N/A	N/A	45,171	45,440	47,031	48,753	50,456	51,547
2	39,495	40,438	N/A	N/A	N/A	46,805	47,138	48,733	50,455	52,155	53,264
3	41,157	42,135	N/A	N/A	N/A	48,439	48,836	50,435	52,155	53,854	54,981
4	42,820	43,832	N/A	N/A	N/A	50,073	50,534	52,138	53,855	55,553	56,698
5	44,482	45,529	N/A	N/A	N/A	51,707	52,232	53,840	55,555	57,252	58,414
6	46,145	47,226	N/A	N/A	N/A	53,341	53,930	55,542	57,255	58,951	60,132
7	47,808	48,923	N/A	N/A	N/A	54,975	55,628	57,244	58,955	60,650	61,849
8	49,470	50,620	N/A	N/A	N/A	56,610	57,326	58,947	60,655	62,349	63,565
9	51,132	52,317	N/A	N/A	N/A	58,244	59,024	60,649	62,356	64,049	65,283
10	52,794	54,014	N/A	N/A	N/A	59,878	60,722	62,351	64,056	65,748	67,000
11	54,457	55,711	N/A	N/A	N/A	61,512	62,420	64,054	65,756	67,447	68,717
12	56,119	57,408	N/A	N/A	N/A	63,146	64,119	65,756	67,456	69,146	70,434
13	57,782	59,105	N/A	N/A	N/A	64,780	65,817	67,458	69,156	70,845	72,150
14	59,444	60,803	N/A	N/A	N/A	66,414	67,515	69,161	70,856	72,544	73,868
15	61,107	62,500	N/A	N/A	N/A	68,048	69,213	70,863	72,557	74,243	75,585
16	62,769	64,197	N/A	N/A	N/A	69,682	70,911	72,565	74,257	75,942	77,301
17	64,431	65,894	N/A	N/A	N/A	71,316	72,609	74,268	75,958	77,641	79,019
18	66,094	67,591	N/A	N/A	N/A	72,950	74,307	75,970	77,658	79,341	80,736
19	67,756	69,288	N/A	N/A	N/A	74,584	76,005	77,672	79,358	81,040	82,453
20	69,419	70,985	N/A	N/A	N/A	76,218	77,703	79,374	81,058	82,739	84,170
21	71,081	72,682	N/A	N/A	N/A	77,853	79,401	81,077	82,758	84,438	85,886
22	72,744	74,379	N/A	N/A	N/A	79,487	81,100	82,779	84,458	86,138	87,604
23	74,396	76,076	N/A	N/A	N/A	81,114	82,793	84,472	86,151	87,830	89,320

**ADDENDUM D1**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 1999/00**  
**Effective as of February 1, 2000**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	38,401	39,322	41,561	42,983	45,848	45,848	46,121	47,737	49,485	51,212	52,320
2	41,797	43,501	45,206	46,910	48,615	48,615	50,319	52,023	53,728	55,432	57,137
3	42,756	44,460	46,164	47,869	49,573	49,573	51,278	52,982	54,686	56,391	58,203
4	44,674	46,378	48,083	49,787	51,491	51,491	53,196	54,900	56,605	58,309	60,333
5	46,591	48,295	50,000	51,704	53,409	53,409	55,113	56,817	58,522	60,226	63,700
6	48,508	50,213	51,917	53,621	55,326	55,326	57,030	58,735	60,439	62,143	64,594
7	50,425	52,130	53,834	55,540	57,243	57,243	58,947	60,652	62,356	64,061	66,725
8	52,344	54,048	55,752	57,457	59,161	59,161	60,866	62,570	64,274	65,979	68,855
9	54,261	55,965	57,670	59,374	61,078	61,078	62,783	64,487	66,192	67,896	70,986
10	56,178	57,882	59,587	61,291	62,996	62,996	64,700	66,404	68,109	69,813	73,117
11	58,095	59,800	61,504	63,208	64,913	64,913	66,617	68,322	70,026	71,730	75,247
12	60,013	61,718	63,422	65,127	66,831	66,831	68,535	70,240	71,944	73,649	77,483
13	61,931	63,635	65,339	67,044	68,748	68,748	70,453	72,157	73,861	75,566	79,081
14	63,848	65,552	67,257	68,961	70,665	70,665	72,370	74,074	75,779	77,483	80,679
15	65,765	67,469	69,174	70,878	72,583	72,583	74,184	75,991	77,696	79,400	82,277
16	67,683	69,388	71,092	72,796	74,501	74,501	76,205	77,910	79,614	81,318	83,342
17	69,600	71,305	72,803	74,714	76,418	76,418	78,122	79,827	81,531	83,236	84,407
18	71,518	73,222	74,926	76,631	78,335	78,335	80,040	81,744	83,448	85,153	86,538
19	72,317	74,022	75,726	77,430	79,135	79,135	80,839	82,544	84,248	85,952	87,361
20	73,116	74,820	76,524	78,229	79,933	79,933	81,638	83,342	85,046	86,751	88,185
21	73,915	75,620	77,324	79,028	80,733	80,733	82,437	84,142	85,846	87,550	89,008
22	74,714	76,418	78,122	79,827	81,531	81,531	83,236	84,940	86,644	88,349	89,831
23	75,512	77,217	78,921	80,625	82,330	82,330	84,034	85,739	87,443	89,147	90,660

**ADDENDUM D2**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 1999/00**  
**New Employees (after 9/10/99)**  
**Effective as of February 1, 2000**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	38,401	39,322	N/A	N/A	N/A	45,848	46,121	47,737	49,485	51,212	52,320
2	40,087	41,045	N/A	N/A	N/A	47,507	47,845	49,464	51,212	52,937	54,063
3	41,774	42,767	N/A	N/A	N/A	49,166	49,569	51,192	52,937	54,662	55,806
4	43,462	44,489	N/A	N/A	N/A	50,824	51,292	52,920	54,663	56,386	57,548
5	45,149	46,212	N/A	N/A	N/A	52,483	53,015	54,648	56,388	58,111	59,290
6	46,837	47,934	N/A	N/A	N/A	54,141	54,739	56,375	58,114	59,835	61,034
7	48,525	49,657	N/A	N/A	N/A	55,800	56,462	58,103	59,839	61,560	62,777
8	50,212	51,379	N/A	N/A	N/A	57,459	58,186	59,831	61,565	63,284	64,518
9	51,899	53,102	N/A	N/A	N/A	59,118	59,909	61,559	63,291	65,010	66,262
10	53,586	54,824	N/A	N/A	N/A	60,776	61,633	63,286	65,017	66,734	68,005
11	55,274	56,547	N/A	N/A	N/A	62,435	63,356	65,015	66,742	68,459	69,748
12	56,961	58,269	N/A	N/A	N/A	64,093	65,081	66,742	68,468	70,183	71,491
13	58,649	59,992	N/A	N/A	N/A	65,752	66,804	68,470	70,193	71,908	73,232
14	60,336	61,715	N/A	N/A	N/A	67,410	68,528	70,198	71,919	73,632	74,976
15	62,024	63,438	N/A	N/A	N/A	69,069	70,251	71,926	73,645	75,357	76,719
16	63,711	65,160	N/A	N/A	N/A	70,727	71,975	73,653	75,371	77,081	78,461
17	65,397	66,882	N/A	N/A	N/A	72,386	73,698	75,382	77,097	78,806	80,204
18	67,085	68,605	N/A	N/A	N/A	74,044	75,422	77,110	78,823	80,531	81,947
19	68,772	70,327	N/A	N/A	N/A	75,703	77,145	78,837	80,548	82,256	83,690
20	70,460	72,050	N/A	N/A	N/A	77,361	78,869	80,565	82,274	83,980	85,433
21	72,147	73,772	N/A	N/A	N/A	79,021	80,592	82,293	83,999	85,705	87,174
22	73,835	75,495	N/A	N/A	N/A	80,679	82,317	84,021	85,725	87,430	88,918
23	75,512	77,217	N/A	N/A	N/A	82,330	84,034	85,739	87,443	89,147	90,660



**ADDENDUM E1**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 2000/01**  
**Effective as of July 1, 2000**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	39,649	40,600	42,912	44,380	47,338	47,338	47,620	49,288	51,093	52,877	54,020
2	43,156	44,915	46,675	48,435	50,195	50,195	51,955	53,714	55,474	57,234	58,994
3	44,146	45,905	47,665	49,425	51,185	51,185	52,945	54,704	56,464	58,224	60,094
4	46,126	47,885	49,645	51,405	53,164	53,164	54,925	56,684	58,444	60,204	62,294
5	48,105	49,864	51,625	53,384	55,145	55,145	56,904	58,663	60,424	62,183	65,770
6	50,085	51,845	53,604	55,364	57,124	57,124	58,884	60,644	62,403	64,163	66,693
7	52,064	53,825	55,584	57,344	59,104	59,104	60,863	62,624	64,383	66,143	68,893
8	54,045	55,804	57,564	59,324	61,083	61,083	62,844	64,603	66,363	68,123	71,093
9	56,024	57,784	59,544	61,304	63,063	63,063	64,823	66,583	68,343	70,103	73,293
10	58,004	59,763	61,524	63,283	65,044	65,044	66,803	68,562	70,323	72,082	75,492
11	59,984	61,744	63,503	65,263	67,023	67,023	68,783	70,543	72,302	74,062	77,692
12	61,963	63,724	65,483	67,243	69,003	69,003	70,762	72,523	74,282	76,042	80,001
13	63,944	65,703	67,462	69,223	70,982	70,982	72,743	74,502	76,261	78,022	81,651
14	65,923	67,683	69,443	71,202	72,962	72,962	74,722	76,482	78,242	80,001	83,301
15	67,903	69,662	71,423	73,182	74,942	74,942	76,595	78,461	80,222	81,981	84,951
16	69,882	71,643	73,402	75,162	76,922	76,922	78,681	80,442	82,201	83,961	86,051
17	71,862	73,622	75,169	77,142	78,902	78,902	80,661	82,421	84,181	85,941	87,151
18	73,843	75,602	77,361	79,122	80,881	80,881	82,641	84,401	86,160	87,921	89,350
19	74,667	76,427	78,187	79,946	81,707	81,707	83,466	85,226	86,986	88,745	90,200
20	75,492	77,252	79,011	80,772	82,531	82,531	84,291	86,051	87,810	89,571	91,051
21	76,317	78,077	79,837	81,596	83,356	83,356	85,116	86,876	88,636	90,395	91,901
22	77,142	78,902	80,661	82,421	84,181	84,181	85,941	87,701	89,460	91,220	92,751
23	77,967	79,727	81,486	83,246	85,006	85,006	86,766	88,526	90,285	92,045	93,606

**ADDENDUM E2**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 2000/01**  
**New Employees (after 9/10/99)**  
**Effective as of July 1, 2000**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	39,649	40,600	N/A	N/A	N/A	47,338	47,620	49,288	51,093	52,877	54,020
2	41,390	42,379	N/A	N/A	N/A	49,051	49,400	51,072	52,876	54,657	55,820
3	43,132	44,157	N/A	N/A	N/A	50,764	51,180	52,856	54,657	56,439	57,620
4	44,875	45,935	N/A	N/A	N/A	52,476	52,959	54,640	56,440	58,219	59,418
5	46,616	47,714	N/A	N/A	N/A	54,189	54,738	56,424	58,221	60,000	61,217
6	48,359	49,492	N/A	N/A	N/A	55,901	56,518	58,207	60,003	61,780	63,018
7	50,102	51,271	N/A	N/A	N/A	57,614	58,297	59,991	61,784	63,561	64,817
8	51,844	53,049	N/A	N/A	N/A	59,326	60,077	61,776	63,566	65,341	66,615
9	53,586	54,828	N/A	N/A	N/A	61,039	61,856	63,560	65,348	67,123	68,416
10	55,328	56,606	N/A	N/A	N/A	62,751	63,636	65,343	67,130	68,903	70,215
11	57,070	58,385	N/A	N/A	N/A	64,464	65,415	67,128	68,911	70,684	72,015
12	58,812	60,163	N/A	N/A	N/A	66,176	67,196	68,911	70,693	72,464	73,814
13	60,555	61,942	N/A	N/A	N/A	67,889	68,975	70,695	72,474	74,245	75,612
14	62,297	63,721	N/A	N/A	N/A	69,601	70,755	72,479	74,256	76,025	77,413
15	64,040	65,500	N/A	N/A	N/A	71,314	72,534	74,264	76,038	77,806	79,212
16	65,782	67,278	N/A	N/A	N/A	73,026	74,314	76,047	77,821	79,586	81,011
17	67,522	69,056	N/A	N/A	N/A	74,739	76,093	77,832	79,603	81,367	82,811
18	69,265	70,835	N/A	N/A	N/A	76,450	77,873	79,616	81,385	83,148	84,610
19	71,007	72,613	N/A	N/A	N/A	78,163	79,652	81,399	83,166	84,929	86,410
20	72,750	74,392	N/A	N/A	N/A	79,875	81,432	83,183	84,948	86,709	88,210
21	74,492	76,170	N/A	N/A	N/A	81,589	83,211	84,968	86,729	88,490	90,007
22	76,235	77,949	N/A	N/A	N/A	83,301	84,992	86,752	88,511	90,271	91,808
23	77,967	79,727	N/A	N/A	N/A	85,006	86,766	88,526	90,285	92,045	93,606

**ADDENDUM F1**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 2001/02**  
**Effective as of July 1, 2001**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	41,037	42,021	44,414	45,933	48,995	48,995	49,287	51,013	52,881	54,728	55,911
2	44,666	46,487	48,309	50,130	51,952	51,952	53,773	55,594	57,416	59,237	61,059
3	45,691	47,512	49,333	51,155	52,976	52,976	54,798	56,619	58,440	60,262	62,197
4	47,740	49,561	51,383	53,204	55,025	55,025	56,847	58,668	60,490	62,311	64,474
5	49,789	51,609	53,432	55,252	57,075	57,075	58,896	60,716	62,539	64,359	68,072
6	51,838	53,660	55,480	57,302	59,123	59,123	60,945	62,767	64,587	66,409	69,027
7	53,886	55,709	57,529	59,351	61,173	61,173	62,993	64,816	66,636	68,458	71,304
8	55,937	57,757	59,579	61,400	63,221	63,221	65,044	66,864	68,686	70,507	73,581
9	57,985	59,806	61,628	63,450	65,270	65,270	67,092	68,913	70,735	72,557	75,858
10	60,034	61,855	63,677	65,498	67,321	67,321	69,141	70,962	72,784	74,605	78,134
11	62,083	63,905	65,726	67,547	69,369	69,369	71,190	73,012	74,833	76,654	80,411
12	64,132	65,954	67,775	69,597	71,418	71,418	73,239	75,061	76,882	78,703	82,801
13	66,182	68,003	69,823	71,646	73,466	73,466	75,289	77,110	78,930	80,753	84,509
14	68,230	70,052	71,874	73,694	75,516	75,516	77,337	79,159	80,980	82,801	86,217
15	70,280	72,100	73,923	75,743	77,565	77,565	79,276	81,207	83,030	84,850	87,924
16	72,328	74,151	75,971	77,793	79,614	79,614	81,435	83,257	85,078	86,900	89,063
17	74,377	76,199	77,800	79,842	81,664	81,664	83,484	85,306	87,127	88,949	90,201
18	76,428	78,248	80,069	81,891	83,712	83,712	85,533	87,355	89,176	90,998	92,477
19	77,280	79,102	80,924	82,744	84,567	84,567	86,387	88,209	90,031	91,851	93,357
20	78,134	79,956	81,776	83,599	85,420	85,420	87,241	89,063	90,883	92,706	94,238
21	78,988	80,810	82,631	84,452	86,273	86,273	88,095	89,917	91,738	93,559	95,118
22	79,842	81,664	83,484	85,306	87,127	87,127	88,949	90,771	92,591	94,413	95,997
23	80,696	82,517	84,338	86,160	87,981	87,981	89,803	91,624	93,445	95,267	96,882

**ADDENDUM F2**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 2001/02**  
**New Employees (after 9/10/99)**  
**Effective as of July 1, 2001**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHOEDD
1	41,037	42,021	N/A	N/A	N/A	48,995	49,287	51,013	52,881	54,728	55,911
2	42,839	43,862	N/A	N/A	N/A	50,768	51,129	52,860	54,727	56,570	57,774
3	44,642	45,702	N/A	N/A	N/A	52,541	52,971	54,706	56,570	58,414	59,637
4	46,446	47,543	N/A	N/A	N/A	54,313	54,813	56,552	58,415	60,257	61,498
5	48,248	49,384	N/A	N/A	N/A	56,086	56,654	58,399	60,259	62,100	63,360
6	50,052	51,224	N/A	N/A	N/A	57,858	58,496	60,244	62,103	63,942	65,224
7	51,856	53,065	N/A	N/A	N/A	59,630	60,337	62,091	63,946	65,786	67,086
8	53,659	54,906	N/A	N/A	N/A	61,402	62,180	63,938	65,791	67,628	68,947
9	55,462	56,747	N/A	N/A	N/A	63,175	64,021	65,785	67,635	69,472	70,811
10	57,264	58,587	N/A	N/A	N/A	64,947	65,863	67,630	69,480	71,315	72,673
11	59,067	60,428	N/A	N/A	N/A	66,720	67,705	69,477	71,323	73,158	74,536
12	60,870	62,269	N/A	N/A	N/A	68,492	69,548	71,323	73,167	75,000	76,397
13	62,674	64,110	N/A	N/A	N/A	70,265	71,389	73,169	75,011	76,844	78,258
14	64,477	65,951	N/A	N/A	N/A	72,037	73,231	75,016	76,855	78,686	80,122
15	66,281	67,793	N/A	N/A	N/A	73,810	75,073	76,863	78,699	80,529	81,984
16	68,084	69,633	N/A	N/A	N/A	75,582	76,915	78,709	80,545	82,372	83,846
17	69,885	71,473	N/A	N/A	N/A	77,355	78,756	80,556	82,389	84,215	85,709
18	71,689	73,314	N/A	N/A	N/A	79,126	80,599	82,403	84,233	86,058	87,571
19	73,492	75,154	N/A	N/A	N/A	80,899	82,440	84,248	86,077	87,902	89,434
20	75,296	76,996	N/A	N/A	N/A	82,671	84,282	86,094	87,921	89,744	91,297
21	77,099	78,836	N/A	N/A	N/A	84,445	86,123	87,942	89,765	91,587	93,157
22	78,903	80,677	N/A	N/A	N/A	86,217	87,967	89,788	91,609	93,430	95,021
23	80,696	82,517	N/A	N/A	N/A	87,981	89,803	91,624	93,445	95,267	96,882

# ADDENDUM G1

## ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT Teacher Salary Schedule Salary Schedule for 2002/03 Effective as of July 1, 2002

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	42,576	43,597	46,080	47,655	50,832	50,832	51,135	52,926	54,864	56,780	58,008
2	46,341	48,230	50,121	52,010	53,900	53,900	55,789	57,679	59,569	61,458	63,349
3	47,404	49,294	51,183	53,073	54,963	54,963	56,853	58,742	60,632	62,522	64,529
4	49,530	51,420	53,310	55,199	57,088	57,088	58,979	60,868	62,758	64,648	66,892
5	51,656	53,544	55,436	57,324	59,215	59,215	61,105	62,993	64,884	66,772	70,625
6	53,782	55,672	57,561	59,451	61,340	61,340	63,230	65,121	67,009	68,899	71,616
7	55,907	57,798	59,686	61,577	63,467	63,467	65,355	67,247	69,135	71,025	73,978
8	58,035	59,923	61,813	63,703	65,592	65,592	67,483	69,371	71,262	73,151	76,340
9	60,159	62,049	63,939	65,829	67,718	67,718	69,608	71,497	73,388	75,278	78,703
10	62,285	64,175	66,065	67,954	69,846	69,846	71,734	73,623	75,513	77,403	81,064
11	64,411	66,301	68,191	70,080	71,970	71,970	73,860	75,750	77,639	79,529	83,426
12	66,537	68,427	70,317	72,207	74,096	74,096	75,985	77,876	79,765	81,654	85,906
13	68,664	70,553	72,441	74,333	76,221	76,221	78,112	80,002	81,890	83,781	87,678
14	70,789	72,679	74,569	76,458	78,348	78,348	80,237	82,127	84,017	85,906	89,450
15	72,916	74,804	76,695	78,583	80,474	80,474	82,249	84,252	86,144	88,032	91,221
16	75,040	76,932	78,820	80,710	82,600	82,600	84,489	86,379	88,268	90,159	92,403
17	77,166	79,056	80,718	82,836	84,726	84,726	86,615	88,505	90,394	92,285	93,584
18	79,294	81,182	83,072	84,962	86,851	86,851	88,740	90,631	92,520	94,410	95,945
19	80,178	82,068	83,959	85,847	87,738	87,738	89,627	91,517	93,407	95,295	96,858
20	81,064	82,954	84,843	86,734	88,623	88,623	90,513	92,403	94,291	96,182	97,772
21	81,950	83,840	85,730	87,619	89,508	89,508	91,399	93,289	95,178	97,067	98,685
22	82,836	84,726	86,615	88,505	90,394	90,394	92,285	94,175	96,063	97,953	99,597
23	83,722	85,611	87,501	89,391	91,280	91,280	93,171	95,060	96,949	98,840	100,515

**ADDENDUM G2**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 2002/03**  
**New Employees (after 9/10/99)**  
**Effective as of July 1, 2002**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	42,576	43,597	N/A	N/A	N/A	50,832	51,135	52,926	54,864	56,780	58,008
2	44,445	45,507	N/A	N/A	N/A	52,672	53,046	54,842	56,779	58,691	59,941
3	46,316	47,416	N/A	N/A	N/A	54,511	54,957	56,757	58,691	60,605	61,873
4	48,188	49,326	N/A	N/A	N/A	56,350	56,868	58,673	60,606	62,517	63,804
5	50,057	51,236	N/A	N/A	N/A	58,189	58,779	60,589	62,519	64,429	65,736
6	51,929	53,145	N/A	N/A	N/A	60,028	60,690	62,503	64,432	66,340	67,670
7	53,801	55,055	N/A	N/A	N/A	61,866	62,600	64,419	66,344	68,253	69,602
8	55,671	56,965	N/A	N/A	N/A	63,705	64,512	66,336	68,258	70,164	71,533
9	57,542	58,875	N/A	N/A	N/A	65,544	66,422	68,252	70,171	72,077	73,466
10	59,411	60,784	N/A	N/A	N/A	67,383	68,333	70,166	72,086	73,989	75,398
11	61,282	62,694	N/A	N/A	N/A	69,222	70,244	72,082	73,998	75,901	77,331
12	63,153	64,604	N/A	N/A	N/A	71,060	72,156	73,998	75,911	77,813	79,262
13	65,024	66,514	N/A	N/A	N/A	72,900	74,066	75,913	77,824	79,726	81,193
14	66,895	68,424	N/A	N/A	N/A	74,738	75,977	77,829	79,737	81,637	83,127
15	68,767	70,335	N/A	N/A	N/A	76,578	77,888	79,745	81,650	83,549	85,058
16	70,637	72,244	N/A	N/A	N/A	78,416	79,799	81,661	83,565	85,461	86,990
17	72,506	74,153	N/A	N/A	N/A	80,256	81,709	83,577	85,479	87,373	88,923
18	74,377	76,063	N/A	N/A	N/A	82,093	83,621	85,493	87,392	89,285	90,855
19	76,248	77,972	N/A	N/A	N/A	83,933	85,532	87,407	89,305	91,198	92,788
20	78,120	79,883	N/A	N/A	N/A	85,771	87,443	89,323	91,218	93,109	94,721
21	79,990	81,792	N/A	N/A	N/A	87,612	89,353	91,240	93,131	95,022	96,650
22	81,862	83,702	N/A	N/A	N/A	89,450	91,266	93,155	95,044	96,934	98,584
23	83,722	85,611	N/A	N/A	N/A	91,280	93,171	95,060	96,949	98,840	100,515

**ADDENDUM H1**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 2003/04**  
**Effective as of July 1, 2003**

<b>STEP</b>	<b>BA</b>	<b>BA+15</b>	<b>BA+30</b>	<b>BA+45</b>	<b>BA+60</b>	<b>MA</b>	<b>MA+15</b>	<b>MA+30</b>	<b>MA+45</b>	<b>MA+60</b>	<b>PHDEDD</b>
1	44,173	45,232	47,808	49,442	52,738	52,738	53,053	54,911	56,921	58,909	60,183
2	48,079	50,039	52,001	53,960	55,921	55,921	57,881	59,842	61,803	63,763	65,725
3	49,182	51,143	53,102	55,063	57,024	57,024	58,985	60,945	62,906	64,867	66,949
4	51,387	53,348	55,309	57,269	59,229	59,229	61,191	63,151	65,111	67,072	69,400
5	53,593	55,552	57,515	59,474	61,436	61,436	63,396	65,355	67,317	69,276	73,273
6	55,799	57,760	59,720	61,680	63,640	63,640	65,601	67,563	69,522	71,483	74,302
7	58,004	59,965	61,924	63,886	65,847	65,847	67,806	69,769	71,728	73,688	76,752
8	60,211	62,170	64,131	66,092	68,052	68,052	70,014	71,972	73,934	75,894	79,203
9	62,415	64,376	66,337	68,298	70,257	70,257	72,218	74,178	76,140	78,101	81,654
10	64,621	66,582	68,542	70,502	72,465	72,465	74,424	76,384	78,345	80,306	84,104
11	66,826	68,787	70,748	72,708	74,669	74,669	76,630	78,591	80,550	82,511	86,554
12	69,032	70,993	72,954	74,915	76,875	76,875	78,834	80,796	82,756	84,716	89,127
13	71,239	73,199	75,158	77,120	79,079	79,079	81,041	83,002	84,961	86,923	90,966
14	73,444	75,404	77,365	79,325	81,286	81,286	83,246	85,207	87,168	89,127	92,804
15	75,650	77,609	79,571	81,530	83,492	83,492	85,333	87,411	89,374	91,333	94,642
16	77,854	79,817	81,776	83,737	85,698	85,698	87,657	89,618	91,578	93,540	95,868
17	80,060	82,021	83,745	85,942	87,903	87,903	89,863	91,824	93,784	95,746	97,093
18	82,268	84,226	86,187	88,148	90,108	90,108	92,068	94,030	95,990	97,950	99,543
19	83,185	85,146	87,107	89,066	91,028	91,028	92,988	94,949	96,910	98,869	100,490
20	84,104	86,065	88,025	89,987	91,946	91,946	93,907	95,868	97,827	99,789	101,438
21	85,023	86,984	88,945	90,905	92,865	92,865	94,826	96,787	98,747	100,707	102,386
22	85,942	87,903	89,863	91,824	93,784	93,784	95,746	97,707	99,665	101,626	103,332
23	86,862	88,821	90,782	92,743	94,703	94,703	96,665	98,625	100,585	102,547	104,284

**ADDENDUM H2**

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**  
**Teacher Salary Schedule**  
**Salary Schedule for 2003/04**  
**New Employees (after 9/10/99)**  
**Effective as of July 1, 2003**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	44,173	45,232	N/A	N/A	N/A	52,738	53,053	54,911	56,921	58,909	60,183
2	46,112	47,214	N/A	N/A	N/A	54,647	55,035	56,899	58,908	60,892	62,189
3	48,053	49,194	N/A	N/A	N/A	56,555	57,018	58,885	60,892	62,878	64,193
4	49,995	51,176	N/A	N/A	N/A	58,463	59,001	60,873	62,879	64,861	66,197
5	51,934	53,157	N/A	N/A	N/A	60,371	60,983	62,861	64,863	66,845	68,201
6	53,876	55,138	N/A	N/A	N/A	62,279	62,966	64,847	66,848	68,828	70,208
7	55,819	57,120	N/A	N/A	N/A	64,186	64,948	66,835	68,832	70,812	72,212
8	57,759	59,101	N/A	N/A	N/A	66,094	66,931	68,824	70,818	72,795	74,215
9	59,700	61,083	N/A	N/A	N/A	68,002	68,913	70,811	72,802	74,780	76,221
10	61,639	63,063	N/A	N/A	N/A	69,910	70,895	72,797	74,789	76,764	78,225
11	63,580	65,045	N/A	N/A	N/A	71,818	72,878	74,785	76,773	78,747	80,231
12	65,521	67,027	N/A	N/A	N/A	73,725	74,862	76,773	78,758	80,731	82,234
13	67,462	69,008	N/A	N/A	N/A	75,634	76,843	78,760	80,742	82,716	84,238
14	69,404	70,990	N/A	N/A	N/A	77,541	78,826	80,748	82,727	84,698	86,244
15	71,346	72,973	N/A	N/A	N/A	79,450	80,809	82,735	84,712	86,682	88,248
16	73,286	74,953	N/A	N/A	N/A	81,357	82,791	84,723	86,699	88,666	90,252
17	75,225	76,934	N/A	N/A	N/A	83,266	84,773	86,711	88,684	90,649	92,258
18	77,166	78,915	N/A	N/A	N/A	85,171	86,757	88,699	90,669	92,633	94,262
19	79,107	80,896	N/A	N/A	N/A	87,080	88,739	90,685	92,654	94,618	96,268
20	81,050	82,879	N/A	N/A	N/A	88,987	90,722	92,673	94,639	96,601	98,273
21	82,990	84,859	N/A	N/A	N/A	90,897	92,704	94,662	96,623	98,585	100,274
22	84,932	86,841	N/A	N/A	N/A	92,804	94,688	96,648	98,608	100,569	102,281
23	86,862	88,821	N/A	N/A	N/A	94,703	96,665	98,625	100,585	102,547	104,284



**ADDENDUM 11**

**ROCKVILLE CENTRE UNION FREE SCHOOL**  
**Teacher Salary Schedule**  
**Salary Schedule for 2004/05**  
**Effective as of July 1, 2004**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	45,719	46,815	49,481	51,172	54,584	54,584	54,910	56,833	58,913	60,971	62,289
2	49,762	51,790	53,821	55,849	57,878	57,878	59,907	61,936	63,966	65,995	68,025
3	50,903	52,933	54,961	56,990	59,020	59,020	61,049	63,078	65,108	67,137	69,292
4	53,186	55,215	57,245	59,273	61,302	61,302	63,333	65,361	67,390	69,420	71,829
5	55,469	57,496	59,528	61,556	63,586	63,586	65,615	67,642	69,673	71,701	75,838
6	57,752	59,782	61,810	63,839	65,867	65,867	67,897	69,928	71,955	73,985	76,903
7	60,034	62,064	64,091	66,122	68,152	68,152	70,179	72,211	74,238	76,267	79,438
8	62,318	64,346	66,376	68,405	70,434	70,434	72,464	74,491	76,522	78,550	81,975
9	64,600	66,629	68,659	70,688	72,716	72,716	74,746	76,774	78,805	80,835	84,512
10	66,883	68,912	70,941	72,970	75,001	75,001	77,029	79,057	81,087	83,117	87,048
11	69,165	71,195	73,224	75,253	77,282	77,282	79,312	81,342	83,369	85,399	89,583
12	71,448	73,478	75,507	77,537	79,566	79,566	81,593	83,624	85,652	87,681	92,246
13	73,732	75,761	77,789	79,819	81,847	81,847	83,877	85,907	87,935	89,965	94,150
14	76,015	78,043	80,073	82,101	84,131	84,131	86,160	88,189	90,219	92,246	96,052
15	78,298	80,325	82,356	84,384	86,414	86,414	88,320	90,470	92,502	94,530	97,954
16	80,579	82,611	84,638	86,668	88,697	88,697	90,725	92,755	94,783	96,814	99,223
17	82,862	84,892	86,676	88,950	90,980	90,980	93,008	95,038	97,066	99,097	100,491
18	85,147	87,174	89,204	91,233	93,262	93,262	95,290	97,321	99,350	101,378	103,027
19	86,096	88,126	90,156	92,183	94,214	94,214	96,243	98,272	100,302	102,329	104,007
20	87,048	89,077	91,106	93,137	95,164	95,164	97,194	99,223	101,251	103,282	104,988
21	87,999	90,028	92,058	94,087	96,115	96,115	98,145	100,175	102,203	104,232	105,970
22	88,950	90,980	93,008	95,038	97,066	97,066	99,097	101,127	103,153	105,183	106,949
23	89,902	91,930	93,959	95,989	98,018	98,018	100,048	102,077	104,105	106,136	107,934

**ADDENDUM I2****ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT****Teacher Salary Schedule  
Salary Schedule for 2004/05  
New Teachers  
Effective as of July 1, 2004**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	45,719	46,815	N/A	N/A	N/A	54,584	54,910	56,833	58,913	60,971	62,289
2	47,726	48,866	N/A	N/A	N/A	56,560	56,961	58,890	60,970	63,023	64,366
3	49,735	50,916	N/A	N/A	N/A	58,534	59,014	60,946	63,023	65,079	66,440
4	51,745	52,967	N/A	N/A	N/A	60,509	61,066	63,004	65,080	67,131	68,514
5	53,752	55,017	N/A	N/A	N/A	62,484	63,117	65,061	67,133	69,185	70,588
6	55,762	57,068	N/A	N/A	N/A	64,459	65,170	67,117	69,188	71,237	72,665
7	57,773	59,119	N/A	N/A	N/A	66,433	67,221	69,174	71,241	73,290	74,739
8	59,781	61,170	N/A	N/A	N/A	68,407	69,274	71,233	73,297	75,343	76,813
9	61,790	63,221	N/A	N/A	N/A	70,382	71,325	73,289	75,350	77,397	78,889
10	63,796	65,270	N/A	N/A	N/A	72,357	73,376	75,345	77,407	79,451	80,963
11	65,805	67,322	N/A	N/A	N/A	74,332	75,429	77,402	79,460	81,503	83,039
12	67,814	69,373	N/A	N/A	N/A	76,305	77,482	79,460	81,515	83,557	85,112
13	69,823	71,423	N/A	N/A	N/A	78,281	79,533	81,517	83,568	85,611	87,186
14	71,833	73,475	N/A	N/A	N/A	80,255	81,585	83,574	85,622	87,662	89,263
15	73,843	75,527	N/A	N/A	N/A	82,231	83,637	85,631	87,677	89,716	91,337
16	75,851	77,576	N/A	N/A	N/A	84,204	85,689	87,688	89,733	91,769	93,411
17	77,858	79,627	N/A	N/A	N/A	86,180	87,740	89,746	91,788	93,822	95,487
18	79,867	81,677	N/A	N/A	N/A	88,152	89,793	91,803	93,842	95,875	97,561
19	81,876	83,727	N/A	N/A	N/A	90,128	91,845	93,859	95,897	97,930	99,637
20	83,887	85,780	N/A	N/A	N/A	92,102	93,897	95,917	97,951	99,982	101,713
21	85,895	87,829	N/A	N/A	N/A	94,078	95,949	97,975	100,005	102,035	103,784
22	87,905	89,880	N/A	N/A	N/A	96,052	98,002	100,031	102,059	104,089	105,861
23	89,902	91,930	N/A	N/A	N/A	98,018	100,048	102,077	104,105	106,136	107,934

**ADDENDUM J1**

**ROCKVILLE CENTRE UNION FREE SCHOOL**  
**Teacher Salary Schedule**  
**Salary Schedule for 2005/06**  
**Effective as of July 1, 2005**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	47,319	48,454	51,213	52,963	56,494	56,494	56,832	58,822	60,975	63,105	64,469
2	51,504	53,603	55,705	57,804	59,904	59,904	62,004	64,104	66,205	68,305	70,406
3	52,685	54,786	56,885	58,985	61,086	61,086	63,186	65,286	67,387	69,487	71,717
4	55,048	57,148	59,249	61,348	63,448	63,448	65,550	67,649	69,749	71,850	74,343
5	57,410	59,508	61,611	63,710	65,812	65,812	67,912	70,009	72,112	74,211	78,492
6	59,773	61,874	63,973	66,073	68,172	68,172	70,273	72,375	74,473	76,574	79,595
7	62,135	64,236	66,334	68,436	70,537	70,537	72,635	74,738	76,836	78,936	82,218
8	64,499	66,598	68,699	70,799	72,899	72,899	75,000	77,098	79,200	81,299	84,844
9	66,861	68,961	71,062	73,162	75,261	75,261	77,362	79,461	81,563	83,664	87,470
10	69,224	71,324	73,424	75,524	77,626	77,626	79,725	81,824	83,925	86,026	90,095
11	71,586	73,687	75,787	77,887	79,987	79,987	82,088	84,189	86,287	88,388	92,718
12	73,949	76,050	78,150	80,251	82,351	82,351	84,449	86,551	88,650	90,750	95,475
13	76,313	78,413	80,512	82,613	84,712	84,712	86,813	88,914	91,013	93,114	97,445
14	78,676	80,775	82,876	84,975	87,076	87,076	89,176	91,276	93,377	95,475	99,414
15	81,038	83,136	85,238	87,337	89,438	89,438	91,411	93,636	95,740	97,839	101,382
16	83,399	85,502	87,600	89,701	91,801	91,801	93,900	96,001	98,100	100,202	102,696
17	85,762	87,863	89,710	92,063	94,164	94,164	96,263	98,364	100,463	102,565	104,008
18	88,127	90,225	92,326	94,426	96,526	96,526	98,625	100,727	102,827	104,926	106,633
19	89,109	91,210	93,311	95,409	97,511	97,511	99,612	101,712	103,813	105,911	107,647
20	90,095	92,195	94,295	96,397	98,495	98,495	100,596	102,696	104,795	106,897	108,663
21	91,079	93,179	95,280	97,380	99,479	99,479	101,580	103,681	105,780	107,880	109,679
22	92,063	94,164	96,263	98,364	100,463	100,463	102,565	104,666	106,763	108,864	110,692
23	93,049	95,148	97,248	99,349	101,449	101,449	103,550	105,650	107,749	109,851	111,712

**ADDENDUM J2****ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT****Teacher Salary Schedule  
Salary Schedule for 2005/06  
New Teachers  
Effective as of July 1, 2005**

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	PHDEDD
1	47,319	48,454	N/A	N/A	N/A	56,494	56,832	58,822	60,975	63,105	64,469
2	49,396	50,576	N/A	N/A	N/A	58,540	58,955	60,951	63,104	65,229	66,619
3	51,476	52,698	N/A	N/A	N/A	60,583	61,079	63,079	65,229	67,357	68,765
4	53,556	54,821	N/A	N/A	N/A	62,627	63,203	65,209	67,358	69,481	70,912
5	55,633	56,943	N/A	N/A	N/A	64,671	65,326	67,338	69,483	71,606	73,059
6	57,714	59,065	N/A	N/A	N/A	66,715	67,451	69,466	71,610	73,730	75,208
7	59,795	61,188	N/A	N/A	N/A	68,758	69,574	71,595	73,734	75,855	77,355
8	61,873	63,311	N/A	N/A	N/A	70,801	71,699	73,726	75,862	77,980	79,501
9	63,953	65,434	N/A	N/A	N/A	72,845	73,821	75,854	77,987	80,106	81,650
10	66,029	67,554	N/A	N/A	N/A	74,889	75,944	77,982	80,116	82,232	83,797
11	68,108	69,678	N/A	N/A	N/A	76,934	78,069	80,111	82,241	84,356	85,945
12	70,187	71,801	N/A	N/A	N/A	78,976	80,194	82,241	84,368	86,481	88,091
13	72,267	73,923	N/A	N/A	N/A	81,021	82,317	84,370	86,493	88,607	90,238
14	74,347	76,047	N/A	N/A	N/A	83,064	84,440	86,499	88,619	90,730	92,387
15	76,428	78,170	N/A	N/A	N/A	85,109	86,564	88,628	90,746	92,856	94,534
16	78,506	80,291	N/A	N/A	N/A	87,151	88,688	90,757	92,874	94,981	96,680
17	80,583	82,414	N/A	N/A	N/A	89,196	90,811	92,887	95,001	97,106	98,829
18	82,662	84,536	N/A	N/A	N/A	91,237	92,936	95,016	97,126	99,231	100,976
19	84,742	86,657	N/A	N/A	N/A	93,282	95,060	97,144	99,253	101,358	103,124
20	86,823	88,782	N/A	N/A	N/A	95,326	97,183	99,274	101,379	103,481	105,273
21	88,901	90,903	N/A	N/A	N/A	97,371	99,307	101,404	103,505	105,606	107,416
22	90,982	93,026	N/A	N/A	N/A	99,414	101,432	103,532	105,631	107,732	109,566
23	93,049	95,148	N/A	N/A	N/A	101,449	103,550	105,650	107,749	109,851	111,712

# ADDENDUM K

## ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT

### Compensation for Athletic Coaching

COACHING ASSIGNMENTS	1997/98	1998/99	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06
		1.034	1.03	1.0325	1.0350	1.0375	1.0375	1.035	1.035
Baseball - Varsity Head Coach	5,028	5,199	5,355	5,529	5,722	5,937	6,160	6,375	6,598
Baseball - Varsity Assistant (JV)	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Baseball - MS Head Coach	3,016	3,119	3,212	3,316	3,433	3,561	3,695	3,824	3,958
Basketball (Boys) - Varsity Head Coach	5,878	6,078	6,260	6,464	6,690	6,941	7,201	7,453	7,714
Basketball (Boys) - Varsity Assistant (JV)	4,410	4,560	4,697	4,849	5,019	5,207	5,403	5,592	5,787
Basketball (Boys) - MS Head Coach	3,532	3,652	3,762	3,884	4,020	4,171	4,327	4,478	4,635
Basketball (Girls) - Varsity Head Coach	5,878	6,078	6,260	6,464	6,690	6,941	7,201	7,453	7,714
Basketball (Girls) - Varsity Assistant (JV)	4,410	4,560	4,697	4,849	5,019	5,207	5,403	5,592	5,787
Basketball (Girls) - MS Head Coach	3,532	3,652	3,762	3,884	4,020	4,171	4,327	4,478	4,635
Cheerleading - Varsity Advisor (Fall)	1,410	1,458	1,502	1,550	1,605	1,665	1,727	1,788	1,850
Cheerleading - JV Advisor (Fall)	1,053	1,089	1,121	1,158	1,198	1,243	1,290	1,335	1,381
Cheerleading - Varsity Advisor (Winter)	1,401	1,458	1,502	1,551	1,605	1,665	1,727	1,788	1,850
Cheerleading - JV Advisor (Winter)	1,053	1,089	1,121	1,158	1,198	1,243	1,290	1,335	1,381
Cross Country - Varsity Head Coach	3,428	3,545	3,651	3,770	3,901	4,048	4,200	4,347	4,499
Cross Country - Varsity Assistant	2,570	2,657	2,737	2,826	2,925	3,035	3,148	3,259	3,373
Cross Country - MS Head Coach	2,056	2,126	2,190	2,261	2,340	2,428	2,519	2,607	2,698
Cross Country - MS Assistant	1,543	1,595	1,643	1,697	1,756	1,822	1,890	1,956	2,025
Football - Varsity Head Coach	6,334	6,549	6,746	6,965	7,209	7,479	7,760	8,031	8,312
Football - Varsity Assistant	4,752	4,914	5,061	5,225	5,408	5,611	5,822	6,025	6,236
Football - Varsity Assistant	4,752	4,914	5,061	5,225	5,408	5,611	5,822	6,025	6,236
Football - Varsity Assistant	4,752	4,914	5,061	5,225	5,408	5,611	5,822	6,025	6,236
Football - Varsity Assistant (JV)	4,752	4,914	5,061	5,225	5,408	5,611	5,822	6,025	6,236
Football - Varsity Assistant (JV)	4,752	4,914	5,061	5,225	5,408	5,611	5,822	6,025	6,236
Football - MS Head Coach	3,799	3,928	4,046	4,178	4,324	4,486	4,654	4,817	4,986
Football - MS Assistant	2,848	2,945	3,033	3,132	3,241	3,363	3,489	3,611	3,738
Golf - Varsity Head Coach	2,821	2,917	3,004	3,102	3,211	3,331	3,456	3,577	3,702
Gymnastics (Girls) - Varsity Head Coach	3,111	3,217	3,313	3,421	3,541	3,673	3,811	3,945	4,083
Lacrosse (Boys) - Varsity Head Coach	5,028	5,199	5,355	5,529	5,722	5,937	6,160	6,375	6,598
Lacrosse (Boys) - Varsity Assistant	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Lacrosse (Boys) - Varsity Assistant (JV)	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Lacrosse (Boys) - MS Head Coach 7th	3,016	3,119	3,212	3,316	3,433	3,561	3,695	3,824	3,958
Lacrosse (Boys) - MS Head Coach 8th	3,016	3,119	3,212	3,316	3,433	3,561	3,695	3,824	3,958
Lacrosse (Girls) - Varsity Head Coach	5,028	5,199	5,355	5,529	5,722	5,937	6,160	6,375	6,598
Lacrosse (Girls) - Varsity Assistant (JV)	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Lacrosse (Girls) - Varsity Assistant	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Lacrosse (Girls) - MS Head Coach 7th	3,016	3,119	3,212	3,316	3,433	3,561	3,695	3,824	3,958
Lacrosse (Girls) - MS Head Coach 8th	3,016	3,119	3,212	3,316	3,433	3,561	3,695	3,824	3,958

<b>COACHING ASSIGNMENTS</b>	<b>1997/98</b>	<b>1998/99</b>	<b>1999/00</b>	<b>2000/01</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>	<b>2005/06</b>
Soccer (Boys) - Varsity Head Coach	4,390	4,539	4,675	4,827	4,996	5,184	5,378	5,566	5,761
Soccer (Boys) - Varsity Assistant	3,291	3,403	3,505	3,619	3,746	3,886	4,032	4,173	4,319
Soccer (Boys) - Varsity Assistant (JV)	3,291	3,403	3,505	3,619	3,746	3,886	4,032	4,173	4,319
Soccer (Boys) - MS Head Coach 7th	2,636	2,726	2,807	2,899	3,000	3,113	3,229	3,342	3,459
Soccer (Boys) - MS Head Coach 8th	2,636	2,726	2,807	2,899	3,000	3,113	3,229	3,342	3,459
Soccer (Girls) - Varsity Head Coach	4,390	4,539	4,675	4,827	4,996	5,184	5,378	5,566	5,761
Soccer (Girls) - Varsity Assistant	3,291	3,403	3,505	3,619	3,746	3,886	4,032	4,173	4,319
Soccer (Girls) - Varsity Assistant (JV)	3,291	3,403	3,505	3,619	3,746	3,886	4,032	4,173	4,319
Soccer (Girls) - MS Head Coach 7th	2,636	2,726	2,807	2,899	3,000	3,113	3,229	3,342	3,459
Soccer (Girls) - MS Head Coach 8th	2,636	2,726	2,807	2,899	3,000	3,113	3,229	3,342	3,459
Softball - Varsity Head Coach	5,028	5,199	5,355	5,529	5,722	5,937	6,160	6,375	6,598
Softball - Varsity Assistant (JV)	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Softball - MS Head Coach	3,016	3,119	3,212	3,316	3,433	3,561	3,695	3,824	3,958
Swimming (Girls) - Varsity Head Coach	-	-	-	4,500	4,658	4,832	5,013	5,189	5,370
Tennis (Boys) - Varsity Head Coach	3,291	3,403	3,505	3,619	3,746	3,886	4,032	4,173	4,319
Tennis (Boys) - MS Head Coach	1,980	2,047	2,109	2,177	2,253	2,338	2,426	2,511	2,598
Tennis (Girls) - Varsity Head Coach	3,291	3,403	3,505	3,619	3,746	3,886	4,032	4,173	4,319
Tennis (Girls) - MS Head Coach	1,980	2,047	2,109	2,177	2,253	2,338	2,426	2,511	2,598
Track & Field (Boys) - Varsity Head Coach	5,028	5,199	5,355	5,529	5,722	5,937	6,160	6,375	6,598
Track & Field (Boys) - Varsity Assistant	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Track & Field (Boys) - Varsity Assistant	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Track & Field (Boys) - MS Head Coach	2,261	2,338	2,408	2,486	2,573	2,670	2,770	2,867	3,462
Track & Field (Boys) - MS Assistant	2,261	2,338	2,408	2,486	2,573	2,670	2,770	2,867	2,967
Track & Field (Girls) - Varsity Head Coach	5,028	5,199	5,355	5,529	5,722	5,937	6,160	6,375	6,598
Track & Field (Girls) - Varsity Assistant	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Track & Field (Girls) - Varsity Assistant	3,767	3,895	4,012	4,142	4,287	4,448	4,615	4,776	4,944
Track & Field (Girls) - MS Head Coach	2,261	2,338	2,408	2,486	2,573	2,670	2,770	2,867	3,462
Track & Field (Girls) - MS Assistant	2,261	2,338	2,408	2,486	2,573	2,670	2,770	2,867	2,967
Track & Field (Girls) - MS Assistant	2,261	2,338	2,408	2,486	2,573	2,670	2,770	2,867	2,967
Track & Field (Boys/Girls) - MS Head Coach	3,016	3,119	3,212	3,316	3,433	3,561	3,695	3,824	3,958
Volleyball (Girls) - Varsity Head Coach	3,910	4,043	4,164	4,300	4,450	4,617	4,790	4,958	5,131
VolleyBall (Girls) - Varsity Assistant (JV)	3,448	3,565	3,672	3,792	3,924	4,071	4,224	4,372	4,525
Volleyball (Girls) - MS Head Coach	1,980	2,047	2,109	2,177	2,253	2,338	2,426	2,511	2,598
Winter Track (Boys/Girls) - Varsity Head Coach	4,712	4,872	5,018	5,181	5,363	5,564	5,773	5,975	6,184
Winter Track (Boys/Girls) - Varsity Assistant	3,532	3,652	3,762	3,884	4,020	4,171	4,327	4,478	4,635
Wrestling - Varsity Head Coach	5,188	5,364	5,525	5,705	5,905	6,126	6,356	6,578	6,808
Wrestling - Varsity Assistant (JV)	3,891	4,023	4,144	4,279	4,428	4,594	4,767	4,934	5,106
Wrestling - MS Head Coach	3,109	3,215	3,311	3,419	3,538	3,671	3,809	3,942	4,080
Wrestling - MS Assistant	2,340	2,420	2,492	2,573	2,663	2,763	2,867	2,967	3,071

**ADDENDUM L1****ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT****Extra Curricular Activities/Club - Elementary**

<b>CLUB</b>	<b>1998/99</b>	<b>1999/00</b>	<b>2000/01</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>	<b>2005/06</b>
	<b>1.034</b>	<b>1.03</b>	<b>1.0325</b>	<b>1.035</b>	<b>1.0375</b>	<b>1.0375</b>	<b>1.035</b>	<b>1.035</b>
AV Coordinator - 1 @	740	763	787	815	845	877	908	939
AV Coordinator - 4 @	602	620	640	662	687	713	738	764
Computer	651	671	693	717	744	772	799	827
Computer Librarian	578	595	615	636	660	685	709	734
Drama	796	820	847	876	909	943	976	1,010
Jr. Announcers	398	410	423	438	455	472	489	506
Math Olympiads	689	709	732	758	786	816	845	874
Newspaper	687	707	730	756	784	813	841	871
Red Cross	398	410	423	438	455	472	489	506
SADD	578	595	615	636	660	685	709	734
Science Librarian	578	595	615	636	660	685	709	734
Student Council	687	707	730	756	784	813	841	871

**ADDENDUM L2****ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT****Extra Curricular Activities/Club - Middle School**

<b>CLUB</b>	<b>1998/99</b>	<b>1999/00</b>	<b>2000/01</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>	<b>2005/06</b>
	<b>1.034</b>	<b>1.03</b>	<b>1.0325</b>	<b>1.035</b>	<b>1.0375</b>	<b>1.0375</b>	<b>1.035</b>	<b>1.035</b>
AV Coordinator	996	1,026	1,059	1,096	1,137	1,180	1,221	1,264
Art(Grades 6, 7 & 8)	1,289	1,328	1,371	1,419	1,472	1,528	1,581	1,637
Booster	670	690	713	737	765	794	822	851
Chorale	509	524	541	560	581	603	624	646
Chorus Group Gr.6	509	524	541	560	581	603	624	646
Chorus Group Gr.7	509	524	541	560	581	603	624	646
Chorus Group Gr.8	509	524	541	560	581	603	624	646
Computer	402	414	428	443	460	477	494	511
Concert Band Gr.7 & 8	536	552	570	590	612	635	657	680
Drama Advisor	4,623	4,762	4,916	5,089	5,279	5,477	5,669	5,867
Environmental/Home & Careers	402	414	428	443	460	477	494	511
French	603	621	641	664	689	714	739	765
GO - Advisor Gr. 6	954	983	1,015	1,050	1,089	1,131	1,171	1,212
GO - Advisor Gr. 7	954	983	1,015	1,050	1,089	1,131	1,171	1,212
GO - Advisor Gr. 8	954	983	1,015	1,050	1,089	1,131	1,171	1,212
Conflict Resolution Facilitator	954	983	1,015	1,050	1,089	1,131	1,171	1,212
Student Government Comptroller	1,675	1,725	1,781	1,844	1,913	1,985	2,054	2,126
Jr. Honor Society	509	524	541	560	581	603	624	646
Marching Band	219	226	233	241	250	260	269	278
Mathletes - Grade 6, 7 & 8	705	726	750	776	805	836	865	895
Orchestra Gr. 6	509	524	541	560	581	603	624	646
Orchestra Gr. 7 & 8	509	524	541	560	581	603	624	646
P.I.N.K.	536	552	570	590	612	635	657	680
R.E.A.C.T.	603	621	641	664	689	714	739	765
SADD	402	414	428	443	460	477	494	511
School Newspaper	1,707	1,758	1,815	1,879	1,949	2,023	2,094	2,167
School Store	1,113	1,146	1,184	1,225	1,271	1,318	1,364	1,412
Science	603	621	641	664	689	714	739	765



CLUB	1998/99	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06
Skills Band Gr. 6	219	226	233	241	250	260	269	278
Social Studies	536	552	570	590	612	635	657	680
Spanish	402	414	428	443	460	477	494	511
Stage Band	603	621	641	664	689	714	739	765
Stage Manager	2,009	2,069	2,137	2,211	2,294	2,380	2,463	2,550
Technology	603	621	641	664	689	714	739	765
TV Broadcast	603	621	641	664	689	714	739	765
Wind Ensemble	657	677	698	723	750	778	805	833
Yearbook	3,081	3,174	3,277	3,392	3,519	3,651	3,779	3,911
All-District Chorus, Orchestra & Band	2,871	2,957	3,053	3,160	3,278	3,401	3,520	3,643

**ADDENDUM L3****ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT****Extra Curricular Activities/Club - High School**

<b>CLUB</b>	<b>1998/89</b>	<b>1999/00</b>	<b>2000/01</b>	<b>2001/02</b>	<b>2002/03</b>	<b>2003/04</b>	<b>2004/05</b>	<b>2005/06</b>
	<b>1.034</b>	<b>1.03</b>	<b>1.0325</b>	<b>1.036</b>	<b>1.0375</b>	<b>1.0375</b>	<b>1.035</b>	<b>1.035</b>
Academic Competition	670	690	713	738	766	794	822	851
African-American	585	603	622	644	668	693	717	742
Amnesty Int'l/Closeup	585	603	622	644	668	693	717	742
Animal Rights/Human Rights	631	650	671	694	720	747	773	800
Art	585	603	622	644	668	693	717	742
Biology/Science	585	603	622	644	668	693	717	742
Camera	465	479	495	512	531	551	570	590
Chamber Orchestra	1,099	1,132	1,169	1,210	1,255	1,302	1,348	1,395
Chamber Singers	749	771	796	824	855	887	918	950
Choraleers	583	601	620	642	666	691	715	740
Computer	603	621	641	664	688	714	739	765
Concert Band	332	342	353	365	379	393	407	421
Concert Choir	418	430	444	460	477	495	512	530
Concert Orchestra	648	668	689	714	740	768	795	823
Context	1,006	1,036	1,070	1,107	1,149	1,192	1,234	1,277
Creative Action Service/ASSESS	1,034	1,065	1,100	1,138	1,181	1,225	1,268	1,312
Debate	585	603	622	644	668	693	717	742
DECA	1,341	1,381	1,426	1,476	1,531	1,589	1,645	1,702
Drama Guild	647	667	688	712	739	767	794	822
Dramatic Prod. Director	2,679	2,759	2,849	2,949	3,059	3,174	3,285	3,400
Earth Science	585	603	622	644	668	693	717	742
Envir. & Pol. Awareness	669	689	711	736	764	793	821	849
Foreign Exchange-French	2,145	2,209	2,281	2,360	2,449	2,541	2,630	2,722
Foreign Exchange-Spanish	2,145	2,209	2,281	2,360	2,449	2,541	2,630	2,722
French	585	603	622	644	668	693	717	742
Freshman Class	1,006	1,036	1,070	1,107	1,149	1,192	1,234	1,277
Greenhouse Exchange	398	410	423	438	455	472	489	506
HOPE	585	603	622	644	668	693	717	742

CLUB	1998/89	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06
Human Relations	585	603	622	644	668	693	717	742
International Relations	536	552	570	590	612	635	657	680
Jazz Ensemble	569	586	605	626	649	674	698	722
J.E.T.S.	585	603	622	644	668	693	717	742
Junior Class	1,608	1,656	1,710	1,770	1,836	1,905	1,972	2,041
Key	1,341	1,381	1,426	1,476	1,531	1,589	1,645	1,702
Latin	670	690	713	738	765	794	822	851
Latino	631	650	671	694	720	747	773	800
Life Savers	670	690	713	738	765	794	822	851
LINK/SMILE	1,207	1,243	1,283	1,328	1,378	1,430	1,480	1,532
Marching Band	803	828	854	884	917	952	985	1,020
Mathletes	1,170	1,206	1,245	1,288	1,337	1,387	1,436	1,486
Model Congress	663	683	705	730	757	785	812	841
Musical Prod. Choral	2,815	2,899	2,993	3,098	3,214	3,335	3,452	3,573
Musical Prod. Director	3,618	3,727	3,848	3,982	4,132	4,287	4,437	4,592
Musical Prod. Orch.	2,280	2,348	2,425	2,510	2,604	2,701	2,796	2,893
National Honor Society	939	967	998	1,033	1,072	1,112	1,151	1,191
Newspaper Fin. Advisor	670	690	713	738	765	794	822	851
Newspaper Advisor	3,351	3,452	3,564	3,689	3,827	3,970	4,109	4,253
Poetry	585	603	622	644	668	693	717	742
Russian	585	603	622	644	668	693	717	742
SADD	1,170	1,206	1,245	1,288	1,337	1,387	1,436	1,486
School Store	1,406	1,448	1,496	1,548	1,606	1,666	1,724	1,785
Science Projects	1,143	1,177	1,215	1,258	1,305	1,354	1,401	1,450
Senior Class	2,280	2,348	2,425	2,510	2,604	2,701	2,796	2,893
SHOP	573	590	609	631	654	679	703	727
Ski	536	552	570	590	612	635	657	680
Sophomore Class	1,071	1,103	1,139	1,179	1,223	1,269	1,313	1,359
Spanish	585	603	622	644	668	693	717	742
Stage Crew Advisor	2,118	2,181	2,252	2,331	2,418	2,509	2,597	2,688
Stage Band	322	331	342	354	367	381	394	408
Student Gov't Advisor	3,081	3,174	3,277	3,392	3,519	3,651	3,779	3,911
Student Gov't Comptroller	3,350	3,451	3,563	3,688	3,826	3,969	4,108	4,252
Ticket Accounts	755	778	803	831	862	894	925	958
Touchdown	509	524	541	560	581	603	624	646
TV Production	1,006	1,036	1,070	1,107	1,149	1,192	1,234	1,277

CLUB	1998/89	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06
THINK	585	603	622	644	668	693	717	742
Wind Ensemble	583	601	620	642	666	691	715	740
Yearbook Advisor	6,496	6,690	6,908	7,150	7,418	7,696	7,965	8,244

## **SPECIAL EVENTS**

- A) Chaperones shall receive \$18.41 per hour during the 1998/99 school year, \$18.96 per hour during the 1999/00 school year, \$19.58 per hour during the 2000/01 school year, \$20.27 per hour during the 2001/02 school year, \$21.03 during the 2002/03 school year, \$21.82 during the 2003/04 school year, \$22.58 during the 2004/05 school year and \$23.37 during the 2005/06 school year, not to exceed \$55.23 during the 1998/99 school year, \$56.88 during the 1999/00 school year, \$58.74 during the 2000/01 school year, \$60.81 during the 2001/02 school year, \$63.09 during the 2002/03 school year, \$65.46 during the 2003/04 school year, \$67.75 during the 2004/05 school year and \$70.12 during the 2005/06 school year.

Effective September 1, 1993, a teacher who is otherwise uncompensated who is asked to serve as a chaperone on a school sponsored trip which begins after the school day ends or continues overnight, shall be compensated as chaperone in accordance with the contract. For the purpose of this Agreement, otherwise uncompensated shall mean that the teacher is not being paid as a club advisor or coach of a team which is participating in the trip.

- B) Red and Blue Meet at High School – One Director to be compensated \$3,502.25 for the 1998/99 school year, \$3,607.32 for the 1999/00 school year, \$3,724.56 for the 2000/01 school year, \$3,854.92 for the 2001/02 school year, \$3,999.48 for the 2002/03 school year, \$4,149.46 for the 2003/04 school year, \$4,294.69 for the 2004/05 school year and \$4,445.00 for the 2005/06 school year. Two advisors per team at \$1,072.78 for the 1998/99 school year, \$1,104.96 for the 1999/00 school year, \$1,140.87 for the 2000/01 school year, \$1,180.80 for the 2001/02 school year, \$1,225.08 for the 2002/03 school year, \$1,271.02 for the 2003/04 school year, \$1,315.51 for the 2004/05 school year and \$1,361.55 for the 2005/06 school year.
- C) Elementary Environmental Program - Teachers to be compensated at \$60.90 a day for the 1998/99 school year, \$62.73 for the 1999/00 school year, \$64.77 for the 2000/01 school year, \$67.04 for the 2001/02 school year, \$69.55 for the 2002/03 school year, \$72.16 for the 2003/04 school year, \$74.69 for the 2004/05 school year and \$77.30 for the 2005/06 school year.
- D) INTRAMURALS – Elementary, Middle School and High School: \$30.81 per session for the 1998/99 school year, \$31.75 per session for the 1999/00 school year, \$32.79 per session for the 2000/01 school year, \$33.94 per session for the 2001/02 school year, \$35.21 for the 2002/03 school year, \$36.53 for the 2003/04 school year, \$37.81 for the 2004/05 school year and \$39.13 for the 2005/06 school year.

## ADDENDUM M

**ROCKVILLE CENTRE UNION FREE SCHOOL DISTRICT**

## Teaching Assistant Salary Schedule 1998/1999 through 2005/2006

[illegible]

